

IN THIS ISSUE

	Page
Honour for the President	479
The Local Government Act, 1933	480
The Summer Schools	482
Annual Conference: Agenda	490
What Ratepayers Want for their Money	504

Local Government Service

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EFFICIENCY RATINGS

EVALUATING OFFICERS' QUALITIES FOR APPOINTMENT AND PROMOTION

By C. KENT WRIGHT, B.A., Town Clerk of Stoke Newington

NOT the least important of the recommendations of the Hadow Committee on the qualifications, etc., of Local Government Officers, are those which relate to the question of training and promotion of officers. As regards promotion, assuming that suitable examinations are available, the Committee hold the view that all junior officers should be required to pass an approved examination before promotion beyond a certain point. This would encourage them to study, keep their minds active during a period when they are likely to be engaged in routine work, and develop their interest in their work by expanding their understanding of it.

Examination Bar

The establishment of an Examination Bar would have the further advantage of providing Local Authorities with some guarantee of fitness before appointing a senior clerical or administrative officer, as they have now before appointing a professional or technical officer. "It cannot be too strongly emphasised, however," says the Report, "that the bar will not solve the problem of promotion. It will direct attention to certain juniors, but it will not relieve committees and principal officers of the responsibility of determining the merits of juniors as shown by their actual performance."

The principal officers of departments should be expected to keep in touch with the progress of individual officers. They should see that records are kept (including details of examination successes) for their own information, and for reference to the appropriate committee when required. Some public authorities have found efficiency ratings (that is to say records of proved qualities rather than of qualifications) helpful in estimating the merits of officers, and the attention of local authorities is directed to the experiments which have been made with these. The important point is, however, that reports or ratings should neither be allowed to degenerate into mere formalities, nor be pigeon-holed without any attention being given to them."

What are Efficiency Ratings?

What are these efficiency ratings referred to in the report? It is becoming increasingly recognised to-day that success in examinations is not a final or conclusive test of a person's fitness and ability to carry out certain work with efficiency. The very high percentage of marks which can be obtained in the oral interview in the Civil Service examinations is one indication of this. Some people definitely have not "the examination temperament" and cannot do themselves justice in written papers. It is equally apparent that the usual method of promotion by seniority does not afford any means whereby an officer of exceptional administrative ability can rise quickly to a really responsible position.

The system of efficiency ratings is an attempt to correct those difficulties by analysing, tabulating, and evaluating the divers qualities in a person's character which are deemed to be

probable indications of the measure of his fitness to fill a certain position.

You may perhaps remember a game called "Qualities," which one sometimes plays at week-end parties, and which incidentally affords unrivalled facilities for the gentle art of making enemies. First of all, you write a list of qualities such as "brains, charm, will power, sense of humour, tact, common sense, etc.," on a sheet of paper. A person first shows his own estimation of his qualities. For example, he will probably give himself 10 out of 10 for tact, 9 out of 10 for charm, 10 out of 10 for sense of humour, and so on. He then passes on the list to be marked by others who may show that, in their estimation, he will only get 1 out of 10 for tact, 2 out of 10 for charm, and 0 out of 10 for sense of humour.

Efficiency ratings form a kind of glorified edition of this game of "Qualities," only they, of course, are carried out, not in the frivolous spirit with which one plays a game, but with a complete seriousness of purpose with a view to estimating an officer's fitness for a particular position and his merits for promotion and advancement.

Character Report

In 1922 the National Whitley Council for the Civil Service approved a standard form of character report, which was to act as a guide to the government departments in determining eligibility for promotion. The ideal civil servant is analysed as possessing eleven principal qualities, and the method of marking is to allot to each quality the letters A, B, and C, implying "above average," "average," or "below average" of the grade. The qualities listed in the report are as follows:

Knowledge of branch; knowledge of department; personality and force of character; judgment; power of taking responsibility; initiative; accuracy; address and tact; power of supervising staff; zeal; official conduct.

It may be noted in passing that there are some very striking omissions from this list, such as speed in working, general health, appearance, power of self-expression, organising ability, and general culture.

Numerous defects have been pointed out in connection with the marking system. For example, it has been said that it lacks precision inasmuch as there is no indication how far A is intended to be above, or C below, the average B.

Again, there is the question of uniformity of marking. Each reporting officer is left to make his own standard, with the result that there may be as many marking standards as reporting officers.

Sir Stanley Leathes has pointed out that analysis in the estimation of character is doubtless necessary, but that it has not its full value unless it culminates in synthesis. He recommends the superior officer, after marking his list of the candidates according to the scale, to consider with regard to each individual whether the analysis has given the best possible result; "I have marked A very good; is he not really excellent? Do I really think B satisfactory?

Is he not rather fair to indifferent? And then, when the list is complete, can I justly say that C is better than D?" Has not my analysis somehow put them in the wrong order?" After all, a human being is one and indivisible. The analysis is only a means to the end, which is the just estimation of each man or woman as a whole.

American Scheme

An even more elaborate scheme of efficiency ratings than that which is in force at Whitehall has been adopted in the United States of America. It is described in detail in the second volume of Dr. Finer's "The Theory and Practice of Modern Government," page 1,367 et seq. Here is a brief outline of the scheme:

In accordance with the notes contained in the general circular which is issued to heads of departments and independent establishments, a report upon each official is to be made every six months on a special form called the "Graphic Rating Scale." A number of "service elements" (which apparently is the American way of describing qualities) are selected, and appear upon this scale. The usual number of these qualities which is to be taken into account in the report is fifteen, but a sixteenth is kept for physical ability, which is needed in certain positions in the Custodial Service. For the clerical and administrative staffs the number of qualities used in rating an officer varies from four to ten, the exact number depending in all cases upon the nature of the duties performed.

"Weighting" the Qualities

Obviously, every class in the service needs a different combination of these qualities for the proper exercise of its functions, and, further, in different offices some qualities are more important than others. Accordingly, not only is a selection of the qualities necessary, but also a "weighting" of them according to the relative importance, and this "weighting" is expressed in percentages. The rating officers are informed of the qualities for each service, grade, and class in a special table of notes. For example, a social service worker needs of

	Per cent.
Reliability	30
Neatness and Orderliness of Work	8
Industry, Diligence, etc.	22
Knowledge	14
Judgment	10
Confidence-winning	8
Co-operativeness	8
	—
	100

and a clerk of the clerical administrative and Fiscal Service—non-supervisory—needs:

	Per cent.
Accuracy	40
Speed	30
Industry	20
Knowledge of his work	10
	—
	100

(Continued on next page)

EFFICIENCY RATINGS

(Continued from page 477)

To each quality there is attached a scale, ranging from the greatest efficiency of that quality, 100 per cent., and going down to about 60 per cent., which is counted as zero. It is, as Dr. Finer has said, a kind of clinical thermometer of the Civil Service, the calibrations of which have a value of 1 per cent. down to 80 per cent., then 2 per cent. and between the fourth and fifth position of 5 per cent.

Here is an extract from the "Graphic Rating Scale" dealing with four of the fifteen qualities referred to:—

A GRAPHIC RATING SCALE

Consider accuracy; ability to produce work free from error; ability to detect errors.	Highest possible accuracy.	Very Careful.	Careful. No more than reasonable time required for revision.	Careless. Time required for revision greatly excessive.	Practically worthless work.
Consider the speed or rapidity with which work is accomplished; the quantity of work produced in a given time; the dispatch with which a task of known difficulty is completed.	Greatest possible rapidity.	Very rapid.	Good speed.	Slow.	Hopelessly slow.
Consider knowledge of work; present knowledge of job and of work related to it; specialized knowledge in his particular field.	Completely informed.	Usually well informed.	Well informed.	Poorly informed.	Lacking.
Consider co-operativeness; ability to work for and with others; readiness to give new ideas and methods a fair trial; desire to observe and conform with the policies of the management.	Greatest possible co-operative-ness.	Very co-operative.	Co-operative.	Difficult to handle.	Obstructive.

To quote Dr. Finer again:—

"It is a tremendous apparatus, and a very delicate one, to have to operate; but short of a high degree of native public spirit, enterprise, and freshness of mind in the civil servant, there is no logical escape from such a system of control, if efficiency is really desired. If every penny is counted, and if for each penny the maximum of return is to be obtained, some such scheme is indispensable."

Psychological Factors

In a paper on "Some Psychological Factors in Public Administration," read before the Sheffield Regional Group of the Institute of Public Administration, Mr. P. C. Lyel, M.B.E., remarked:—

"I have found that it works like a charm to give a young official a sense of individual responsibility for his own particular job, and not to intervene at the last stage just when the kudos is beginning to be attached to it. In one case that I know of, a junior official had been reported upon adversely for slackness. He was given an opportunity of undertaking a well-defined category of work requiring care, initiative, and industry. In the course of his duties, he had to represent his department on conferences with other government offices and with local authorities, and was usually pitted against officials of considerably higher standing than himself. As I say, the new conditions worked like a charm; in a short time, he was converted into a resourceful, level-headed official, and he has earned golden opinions in his department."

There remains the question as to how far a scheme of efficiency ratings is practicable in the case of the employees of a local authority as opposed to the civil servants of a department of State. In a large local authority, such as the London County Council, the corporations of Manchester or Birmingham, some such scheme—not, perhaps, elaborated to quite such an extent as the American scheme, but relating, say, to ten, or even six, qualities of paramount importance in the local government service—would appear to be not only desirable, but to be capable of being applied without undue difficulty.

Such a scheme would be of particular value in assisting local authorities to carry out another recommendation of the Hadow Committee's report, that promising junior officers should be given experience of different branches of work

with a view to broadening their outlook and developing their administrative capacity.

There should, says the report, be regular arrangements not merely for transfer of such officers from one section of department to another, but for their transfer from one department to another. The efficiency ratings scheme seems to be the best available means of discovering to which particular department of a local authority the talents and qualities of an officer could best be adapted, and obviating the proverbial "round peg in a square hole."

STAFF'S TRIBUTE TO GENERAL SECRETARY

TOWARDS the normal closing hour at headquarters on the afternoon of Thursday, March 1, the general secretary was called into the Council Chamber at headquarters and was astounded to find the whole staff of the Association there assembled. Mr. W. Percy Fox, organising secretary, as chairman of the N.A.L.G.O. Staff Association, briefly indicated that the staff had decided to present their congratulations to Mr. Hill on the completion of twenty-five years' service as general secretary of N.A.L.G.O. on the exact anniversary, and that these expressions should be conveyed separately from the bigger event at the May Fair Hotel on March 3.

The sentiments of the staff were contained in an illuminated address, read by Mr. Fox, which he then handed to Mr. J. Simonds, the legal secretary and insurance secretary, who occupied the chair, with the request that he would formally present the address to Mr. Hill on behalf of the whole of the staff. Mr. Simonds adequately gave expression to the high estimation in which Mr. Hill was held by the whole staff and to Mr. Hill's interest in their comfort and welfare.

Mr. Hill had initial difficulties in responding, as he was obviously taken by surprise and deeply touched. His response, however, provided graphic sketches of some of the early struggles of the Association and should be a source of inspiration, particularly to the younger members of the staff.

The address, which was signed by all members of the staff, was as follows:—

To Mr. L. Hill,
General Secretary,
National Association of
Local Government Officers.

THIS ADDRESS bears the signatures of all members of the headquarters and divisional staffs of the Association at March 1, 1934, who desire to congratulate you on the completion at that date of twenty-five years of service as general secretary.

The signatories comprise those who have had the privilege of being associated with you over a period of many years, and many others, including the most-recently appointed junior, who have joined you from time to time in ever-increasing numbers to add their quota to the foundations of the great Association which you laid so well twenty-five years ago as its first and only officer.

The history of the Association is largely your history. The well-planned and symmetrical growth of the Association is, in the main, the result of your high qualities as an administrator, and your ability to secure active co-operation, not only from the members of your staff, but from a huge body of members throughout the country whose loyalty of voluntary service you will be the first to acknowledge as of paramount importance.

Your staff gladly pay unstinted tribute to a leadership which has inspired them pleasureably to give of their best in the administration of the many schemes which you have conceived, launched, and carried to success, and which have placed the Association in the forefront of all organisations of public officers.

It is not inappropriate that the completion of your quarter-century of service to local government follows so closely upon the publication of the Departmental Committee report on the qualifications, recruitment, training, and promotion of local government officers, in itself a lasting testimony to the power and prestige of N.A.L.G.O.

None can forecast what the succeeding quarter of a century may hold, except that, as now, much will still remain awaiting accomplishment. That N.A.L.G.O. may be able to look forward to many more years of your able leadership is the most earnest wish of your staff, coupled with the hope that good health and good fellowship may continue your most cherished possessions.

GISSING CASE APPEAL

An appeal has been lodged in the case of *Gissing v. Liverpool Corporation* which came before Mr. Justice Farwell on February 15 last, on the question of the superannuation rights of transferred officers under the Local Government Act, 1929.

HOONOUR FOR THE PRESIDENT

Mr. CECIL G. BROWN ENTERTAINED TO DINNER: SOUTH WALES AND MONMOUTHSHIRE CELEBRATES A UNIQUE DISTINCTION: FIRST PRESIDENT FROM THE PRINCIPALITY

WELL-DESERVED honour was paid to our President, Mr. Cecil G. Brown, LL.B., ex-town clerk of Cardiff, when he was entertained to a complimentary dinner by the South Wales and Monmouthshire District Committee on Saturday, April 7, at the Park Hotel, Cardiff, to celebrate the distinction he has achieved as the first president of N.A.L.G.O. to be elected from South Wales. Some 170 guests from all parts of the principality and farther afield attended what was in every way a pleasing and successful function when tribute was paid to the great services which Mr. Brown has rendered to the local government administration in general and also to his colleagues in the service through N.A.L.G.O., whose honorary solicitor for Wales he was for several years until his election to the presidential chair at the Folkestone Conference in June last year.

Distinguished Company

The distinguished company included Mr. Thomas Evans (Rhomdda) who presided; the Lord Mayor of Cardiff (Alderman A. E. Gough, J.P.); Mr. C. Edwards, M.P.; the chairman of the Glamorgan County Council (Alderman David Lewis, J.P.); Mr. John Rowland, C.B., chairman of the Welsh Board of Health; Mr. J. Owain Evans, C.B.E., Chief Inspector, Ministry of Health (Wales); Mr. S. Lord, past president of the Association; Mr. W. E. Lloyd, honorary treasurer; Mr. P. H. Harrold, honorary solicitor for England; Mr. D. J. Parry, honorary solicitor for Wales; Mr. Granville Llewellyn, member of the National Executive Council; Mr. L. Hill, general secretary; Messrs. Rhys Williams (hon. secretary, district committee), F. A. Stephenson (hon. treasurer), J. Weslake Hill (hon. secretary, Cardiff City Branch), H. E. Bolton (vice-chairman), W. E. Hopkin (National Union of General and Municipal Workers), J. E. N. Davis (South Wales Divisional Secretary of N.A.L.G.O.), Frank Quick, J.P. (National Union General and Municipal Workers), A. V. Chamberlain (secretary to the Lord Mayor of Cardiff), Harry Morris (N.E.C. member), Aldermen G. Fred Evans, William Grey, W. H. Pethybridge, F. H. Turnbull and C. W. Melhuish; Councillors W. G. Howell, C. H. McCale, T. J. Mullins, and F. Chapman; Messrs. G. H. Whitaker (city engineer), Neil J. Peters (water engineer and manager), Dr. J. Greenwood Wilson (medical officer of health), Aldermen R. G. Hill-Snook, Sir Iltiyd Thomas, Sir Charles Bird.

"Our Guest"

Mr. Granville Llewellyn, proposing the toast of "Our Guest," said his duty was a pleasure. The local government officers in South Wales felt that they could not let the occasion pass without asking Mr. Brown, as one of their own number—a distinguished officer and chief of the greatest municipality in Wales, who had attained the great position of President of the National Association—to be their guest in order that they might have the opportunity of proclaiming in the presence of their friends the great pride in that achievement.

"N.A.L.G.O. in Wales is now a very powerful body," Mr. Llewellyn added. "Practically all the officers of all grades throughout the whole of the principality are members. But it was not always so. To attain that position for our association has meant hard work, considerable sacrifice, and continuous devotion to the causes for which the Association stands, and in that work, those sacrifices, and that devotion, our guest this evening has played a prominent part."

"Mr. Brown has not only lent to us the

prestige of his great position as a chief of this great City of Cardiff; not only has he demonstrated that there is nothing incompatible in a chief officer of a large authority associating himself with his colleagues in their endeavours to improve their position; not only has he given

over the country were the members of the district committees doing the work, and doing it full-time. They give their time ungrudgingly and freely without any public recognition; nothing to actuate them but their interest in N.A.L.G.O. The position of N.A.L.G.O. is



A Group of Guests at the South Wales and Monmouthshire District Committee's Complimentary Dinner to the President.

unstintingly of his wise counsel and advice; but he has also, day in and day out, given us of his practical assistance and stood by our side at every turn and has assisted in every possible way he could do."

Mr. P. H. Harrold, an old Cardiff boy, said he felt he was in a particularly happy position to pay homage to Mr. Brown under whose tutelage he had once been. Mr. Brown had been his chief from 1908 till 1924 and had been a very great friend to him. If one were to analyse his character he would say that he was a capable and great-minded man. His mind was not attuned to the ordinary mercenary side of civic and other features of their business life. Secondly, there was his kindness and geniality, which affected everyone who came into contact with him.

Mr. Brown, who was greeted with musical honours on rising to respond, thanked those who had spoken to the toast for their very kind and appreciative remarks. Referring to Mr. Harrold, who was once in the town clerk's office at Cardiff, he craved their permission to tell them a secret.

When he applied for the position there were other candidates. To what did he owe his first step on the ladder? He alone among the list of applicants was able to spell the word "diphtheria." (Laughter.)

"Some time ago," Mr. Brown went on, "I remember somebody spoke to me and said something about a dinner in Cardiff and would April 7 suit me? I did not pay very much attention to what was said, and it slipped from my mind. A little while ago I think Mr. Harrold spoke to me and said: 'we are going down to Cardiff for your dinner.' I said: 'what dinner?'; and when he told me, I said: 'I don't think I shall go.'" He did not realise that this district was organising such a very interesting and kindly function as had been arranged for that evening.

Referring to the office of president, Mr. Brown declared: "He gets his photographs in all the newspapers and gets garbled reports of his speeches appearing in the press, and all

due to the rank and file and not to its chief officers."

Publicity in Local Government

Proposing the toast of "Local Government," Mr. Sam Lord said he thought he was justified in saying that British local government was the envy of almost every civilised nation on the globe. When they looked round and saw what was happening, particularly in America, he thought they had every reason to be proud of local government in this country. Local government touched the lives of the people at so many points that it was essential that the administration should be as perfect as possible. The ever increasing activities of local government were just an effort to keep pace with the demands of the people due to the rapid urbanisation of the country, and it played a magnificent part in ameliorating the social conditions of the people.

He did not think that local government used as much publicity as it ought to. Any references to local government in the press were usually of a critical nature. He thought that the local authorities would be well advised to adopt a publicity department, and bring to the notice of the people all the things which were being done on their behalf. Mr. Lord expressed the opinion that increasing complexities of local government administration meant that local government demanded the most intelligent and the most highly-trained technical men it was possible to employ. Referring to the Hadow Report, he said that local government officers of this country should be thoroughly efficient for the work they had to perform. The Association would give it every support.

Mr. John Rowland, C.B., supported the toast. To him, he said, the Hadow Report was perplexing. How, he asked, could the young folk from Cardigan be recruited to public offices in South Wales? A clause

(Continued on page 485, column 1)

LOCAL GOVERNMENT ACT, 1933

CONTRACTS OF LOCAL AUTHORITIES

By the **LEGAL SECRETARY**

One of the monumental statutes of modern times, the Local Government Act, 1933, represents the first instalment in the process of "tidying up" the law of local administration. Among its outstanding provisions are those dealing with the contracts of local authorities and the disability of members of authorities for voting on account of interest in contracts. In view of the prominence given in the Press recently to the question of contracts, particular interest attaches to the appended explanation of the statutory provisions in relation to previous enactments.—Editor.

DISABILITY OF MEMBERS OF AUTHORITIES FOR VOTING ON ACCOUNT OF INTEREST IN CONTRACTS, ETC.

SECTION 76 provides that if a member of a local authority has any pecuniary interest, direct or indirect, in any contract or proposed contract or other matter, and is present at a meeting of the local authority at which the contract or other matter is the subject of consideration, he shall at the meeting, as soon as practicable after the commencement thereof, disclose the fact and shall not take part in the consideration or discussion of, or vote on any question with respect to, the contract or other matter.

For the purposes of this section it is provided by sub-section (2) that a person is to be treated as having indirectly a pecuniary interest in a contract or other matter, if—

- (a) he or any nominee of his is a member of a company or other body with which the contract is made or is proposed to be made or which has a direct pecuniary interest in the other matter under consideration; or
 - (b) he is a partner, or is in the employment, of a person with whom the contract is made or is proposed to be made or who has a direct pecuniary interest in the other matter under consideration.
- It is, however, further provided that—
- (i) this sub-section shall not apply to membership of, or employment under, any public body;
 - (ii) a member of a company or other body shall not, by reason only of his membership, be treated as being so interested if he has no beneficial interest in any shares or stock of that company or other body.

In the case of married persons living together the interest of one spouse shall, if known to the other, be deemed for the purposes of this section to be also an interest of that other spouse.

Failure of any person to comply with the provisions of the section as to disclosure of interest renders him liable on summary conviction to a fine not exceeding fifty pounds, unless he proves that he did not know that a contract, proposed contract, or other matter in which he had a pecuniary interest was the subject of consideration at the meeting.

This section takes the place of Sections 12 and 22(3) of the Municipal Corporations Act, 1882, which were also made to apply to County Councils by the Local Government Act, 1888. It also takes the place of Section 46(1)(e) and (2) of the Local Government Act, 1894, which contains provisions very similar to the provisions of Sections 12 and 22(3) of the Act of 1882. Section 12 of the Act of 1882 provided that a person shall be disqualified for being elected and for being a councillor, if and while he has directly or indirectly, by himself or his partner, any share or interest in any contract or employment with, by, or on behalf of the council. It was, however, further provided by that section that a person shall not be so disqualified, or be deemed to have any share or interest in

such a contract or employment, by reason only of his having any share or interest in (*inter alia*) any lease, sale, or purchase of land, or any agreement for the same, or any company incorporated by Act of Parliament or under the Companies Act.

Section 22(3) of the Act of 1882 provided that a member of the Council shall not vote or take part in the discussion of any matter before the council, or a committee, in which he has, directly or indirectly, by himself or his partner, any pecuniary interest.

DISCLOSURE BY OFFICERS OF INTEREST IN CONTRACTS

By Section 123 of the new Act it is provided that if it comes to the knowledge of an officer employed by a local authority that a contract in which he has any pecuniary interest, whether direct or indirect (not being a contract to which he is himself a party) has been, or is proposed to be, entered into by the authority or any committee thereof, he shall, as soon as practicable, give notice in writing to the authority of the fact that he is interested therein.

For the purposes of this section, an officer will be treated as having indirectly a pecuniary interest in a contract or proposed contract if he would have been so treated by virtue of section 76 of the Act had he been a member of the authority. Sub-section (2) of the section also provides that an officer of a local authority shall not, under colour of his office or employment, exact or accept any fee or reward whatsoever other than his proper remuneration.

It is further provided that if any person fails to comply with the provisions of this section he shall for each offence be liable on summary conviction to a fine not exceeding fifty pounds.

This section takes the place of Section 193 of the Public Health Act, 1875, as amended by the Public Health (Members and Officers) Act, 1885.

Section 193 of the Act of 1875 provided that officers or servants appointed or employed under the Act by the local authority shall not in anywise be concerned or interested in any bargain or contract made with such authority "*for any of the purposes of this Act.*" It was further provided that if any such officer or servant is so concerned or interested, or, under colour of his office or employment, exacts or accepts any fee or reward whatsoever other than his proper salary wages and allowances, he shall be incapable of afterwards holding or continuing in any office or employment under the Act, and shall forfeit and pay the sum of fifty pounds.

This section was amended by the Public Health (Members and Officers) Act, 1885, by which it was provided that it shall not be unlawful for an officer or servant of a local authority to be concerned or interested in any contract with the local authority made with the consent or approval of two-thirds of the members of the authority present at a meeting held after seven days' notice, for the sale, purchase, leasing, or hiring of any lands, rooms, or offices, or to be concerned or interested in any contract with the local authority as a shareholder in any joint stock company.

CONTRACTS OF LOCAL AUTHORITIES

Section 266 of the new Act provides that a local authority may enter into contracts necessary for the discharge of any of their functions. It is further provided that all contracts made by a local authority or by a committee thereof shall be made in accordance with the standing orders of the local authority, and in the case of contracts for the supply of goods or materials or for the execution of works, the standing orders shall—

(a) require that, except as otherwise provided by or under the standing orders, notice of the intention of the authority or committee, as the case may be, to enter into the contract shall be published and tenders invited; and

(b) regulate the manner in which such notice shall be published and tenders invited.

This section takes the place of Sections 173 and 174 of the Public Health Act, 1875. The first of those two sections empowered local authorities to enter into any contracts necessary for carrying the Act into execution. The second section set out the regulations to be observed with respect to contracts made by an urban authority under the Act. The regulations provided (*inter alia*) that—

- (1) Every such contract whereof the value or amount exceeds fifty pounds should be in writing and under the authority's seal.
- (2) Every such contract should specify the work, materials, etc., to be furnished or done, the price to be paid, and should specify some pecuniary penalty to be paid in case the terms of the contract were not duly performed.
- (3) Before contracting for the execution of any works under the Act, the authority should obtain from their surveyor an estimate in writing and a report as to the most advantageous mode of contracting.
- (4) Before any contract of the value or amount of one hundred pounds or upwards was entered into ten days' public notice should be given inviting tenders.
- (5) Every contract entered into under the section should be binding on the authority by whom the same was executed and their successors.

The Ministry of Health have issued a circular dated March 28, 1934, to local authorities, calling their attention to Section 266 of the new Act, and pointing out that if they have not already done so they must adopt standing orders with respect to contracts not later than the end of May. Draft standing orders, drawn up for the assistance of local authorities, have been sent out with the circular.

These draft standing orders differ from the regulations referred to in Section 174 of the Public Health Act, 1875, in a number of respects, including the following matters:—

- (1) Notices of invitations for tenders must state that no tender will be received except in a plain sealed envelope which may bear the word "Tender," followed by the subject to which it relates, but shall not bear any name or mark indicating the sender, and such envelopes shall remain in the custody of the Clerk of the authority until the time appointed for their opening. Tenders must be opened at one time and only in the presence of such member or members of the authority as may have been designated for the purpose by the Authority or by the committee to which the power of making the contract to which the tenders relate has been delegated, and the Clerk of the authority or an official of the authority designated by him.
- (2) A tender other than the lowest tender if payment is to be made by the authority or the highest tender if payment is to be received by the authority must not be accepted until the authority have considered a written report from the appropriate officer or other person.
- (3) A contract which exceeds fifty pounds in value or amount must be in writing, but need not be under the authority's seal.
- (4) All contracts shall, so far as practicable, require either that goods and materials used in their execution shall have been

(Continued at foot of column 3, page 481)

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N.A.L.G.O. SCHOLARSHIPS

FACILITIES FOR STUDENTS UNDER THE ASSOCIATION'S SCHEME

AT this time of the year a large number of students will be presenting themselves for examination. The attention of members is drawn to the facilities available under the association's Scholarships Scheme, under which the following awards are made:

GROUP I.

Eight Exhibitions of the value of £20 each to be awarded annually on the results of the Intermediate Examinations of the following professional and technical bodies to assist members to prepare and sit for their Final Examinations.

1. National Association of Local Government Officers.*
2. Institute of Municipal Treasurers and Accountants (Incorporated).
3. Incorporated Association of Rating and Valuation Officers.
4. Society of Incorporated Accountants and Auditors.
5. Law Society.
6. Chartered Institute of Secretaries.
7. Library Association.
8. Poor Law Examinations Board (Clerical Assistants).

The amount of the exhibition will only be paid on production of satisfactory evidence that the holder has entered upon his course of study for the Final Examination.

*In this case the award will be referred to as the "E. W. B. Abbott" Exhibition.

GROUP II.

Fourteen Scholarships to be awarded annually on the results of the Final Examinations of the following:—

- 1 to 8. The examining institutions mentioned in the previous section.
9. Board of Trade (Inspectors of Weights and Measures).
10. Institution of Municipal and County Engineers (Testamur).†
- 11 and 12. Poor Law Examinations Board Examinations for—
(a) Relieving Officers, and
(b) Institution Officers.
13. Poor Law Diploma for Scotland.
14. Sanitary Association of Scotland.

The object of these scholarships is to enable successful candidates to acquire the degree or diploma in Public Administration at any of the Universities. The value of the award is £30 if the course be taken at the Universities of London, Manchester or Liverpool, and £20 if the course be taken at the Universities of Glasgow, Leeds or Sheffield. Half of the amount of the scholarship will be paid on production of satisfactory evidence that the holder has entered on the first year of his studies and the other half on his commencing the second year's course.

† In this case the award will be referred to as the "F. Marsden" Scholarship.

GROUP III.

Fourteen Prizes of the value of £10 each to be awarded annually on the results of the Final Examinations set out in Group II above to persons who have not been awarded the N.A.L.G.O. Scholarship for the year, to enable them to attend the N.A.L.G.O. Summer School.

The prizes will be paid during the course of the Summer School attended by the prize-winners.

GROUP IV.

One Sister Tutor Scholarship of the value of £150 to be awarded once in three years on the results of a special examination held by the College of Nursing. The object of this scholarship is to enable a trained nurse to take the

one year Sister Tutor Course at King's College of Household and Social Science, University of London. (A special application form must be used in connection with the Sister Tutor Scholarship and should be forwarded to the General Secretary in the first half of the month of April.)

The Sister Tutor Scholarship will be paid in three instalments corresponding to the three university terms.

RULES.

1. Where only one annual examination is held, the awards will be made as soon as possible after the publication of the results of that examination.

Where two examinations are held each year, both being in the first six months of the year, the awards will be made on the basis of the results of those examinations as soon as they are available.

Where two or more examinations are held, one or more being in the second half of the year, the awards will be made on the basis of the results published during the educational year.

2. All application forms for awards should be forwarded to the General Secretary at the time when the applicants enter for their various examinations.
3. Applicants must have been members of the N.A.L.G.O. for one full year before the date of the examination which qualifies them for entry.
4. No award will be made unless in the opinion of the Examining Institution the successful candidates have reached a sufficiently high standard in the examination.

LOCAL GOVERNMENT ACT, 1933

(Continued from page 480)

produced in the United Kingdom or that they shall have been produced in the British Empire.

- (5) All contracts, where a specification issued by the British Standards Institution is current at the date of the tender and is appropriate, shall require that goods and materials used in their execution shall be in accordance with that specification.
- (6) In every written contract a clause shall be inserted to secure that the authority shall be entitled to cancel the contract and to recover from the contractor the amount of any loss resulting from such cancellation, if the contractor shall have offered or given or agreed to give to any person any gift or consideration of any kind as an inducement or reward for doing or forbearing to do or for having done or forbore to do any action in relation to the obtaining or execution of the contract or any other contract with the authority, or if the like acts shall have been done by any person employed by him or acting on his behalf (whether with or without the knowledge of the contractor), or if in relation to any contract with the authority the contractor or any person employed by him or acting on his behalf shall have committed any offence under the Prevention of Corruption Acts, 1889 to 1916, or shall have given any fee or reward or the receipt of which is an offence under sub-section (2) of Section 123 of the new Act.
- (7) Every written contract for the execution of work or the supply of goods or materials shall contain a fair wages clause in the terms prescribed by the Orders.

MORE ABOUT THE SUMMER SCHOOLS

PROGRAMMES FOR THE CAMBRIDGE AND ST. ANDREWS DISCUSSIONS

FOR those who have previously attended the Association's Summer School it is only necessary to give the dates of this year's Summer School which will be held at Newnham College, Cambridge, from June 30 to July 7. Those students appreciating to the full the benefits of attendance at the school will reserve the dates and apply for accommodation as soon as possible. Those who have not yet attended the Summer School should take the opportunity this year of doing so, for in the midst of the University atmosphere of Cambridge no distinctions exist; students come from all departments and from junior and senior positions, and all share in a camaraderie that must be experienced to be fully appreciated.

The school will be opened at the inaugural dinner, to be held on June 30, 1934, by Geoffrey H. Shakespeare,



Newnham College, Cambridge

Esq., M.A., LL.B. of Middle Temple, Barrister-at-Law, M.P., Parliamentary Secretary to the Ministry of Health.

The chair will be taken by the president of the Association, and distinguished guests will be present on this occasion.

Local Government Problems

The theme of the lectures this year is "Local Government Problems." Experts have been invited to deliver the lectures, and attention will be focused on the problems arising in the various departments in the service. Lectures will be given on the following subjects:—

1. "The Problems of the Town Clerk," by Mr. Emrys Evans, M.A., LL.B., Town Clerk of Wallasey.
2. "The Problems of the Chief Financial Officer," by Mr. Henry Brown, F.I.M.T.A., F.S.A.A., City Treasurer of Rochester.
3. "The Problems of the Chief Education Officer," by Mr. J. L. Holland, B.A., Secretary for Education, County Council of Northamptonshire.
4. "The Problems of the Public Health Officer," by Dr. G. F. Buchan, Medical Officer of Health, Borough of Willesden.
5. "The Problems of the Public Assistance Officer," by Mr. E. Ridley, O.B.E., LL.B., Director of Public Assistance, County Council of Middlesex.
6. "The Problems of the Municipal Engineer," by Mr. E. J. Stead, M.C., A.M.I.C.E., F.S.I., Surveyor to the County Council of Somerset.
7. "The Problem of Water Supply," by Mr. Alderman A. R. Atkey, J.P., Chairman of the Water Committee of the County

8. "Borough of Nottingham."
9. "The Contribution of the Elected Representative," by Mrs. C. D. Rackham, M.A., J.P., member of the Cambridgeshire County Council and the Cambridge Borough Council.
10. "The Part Played by the Central Government in Shaping Local Policy," by Mr. T. S. Simey, M.A., Lecturer in Public Administration at the University of Liverpool.
11. "Summary and Prospect," by Mr. T. S. Simey, M.A., Lecturer in Public Administration at the University of Liverpool.

In addition, a special afternoon lecture will be given on "The Problem of Leisure and Local Authorities," by Dr. C. Delisle Burns, Stevenson Lecturer in Citizenship in the University of Glasgow.

The charge per head is 10s. 6d. per day for those sleeping in college, and includes breakfast, lunch, tea, dinner, all services, the use of lecture rooms and sitting-rooms. Both men and women students will be accommodated in the college; married men and their wives will be given approved lodgings outside the college.

Full particulars of the school and syllabus are now available and may be had on application to the General Secretary.

Scottish Summer School

The Scottish Summer School will be held at St. Salvator's Hall, St. Andrews University, from June 23 to June 30. The School will be opened at Dinner on June 23 by Lord Provost Hunter of Perth. Lectures will be given on "Administration and Social Ideals," by Mr. A. MacFie, M.A., LL.B., Lecturer in Economics and Accountancy, University of Glasgow, and on "The Problem of Local Rates," by Mr. J. Cunnison, M.A., Lecturer in Social Economics, University of Glasgow, and "The Southward Drift of Industry," by Dr. J. A. Bowie, M.A., D.Litt., Principal, Dundee School of Economics and Commerce.

In addition, a series of after-dinner talks has been arranged.

The charge per head is 9s. 6d. per day for those sleeping in the Residence Hall.

We are pleased to report that already we have received intimation of eighteen enrolments for the school, whereas at this time last year no enrolments were to hand. There is, therefore, every likelihood that at this year's school there will be a record attendance. Indeed, those who wish to make sure of accommodation at St. Salvator's Hall should not delay in sending in their enrolment forms. It is a long time till the last week of June, when the school meets in St. Andrews, but it is best to have the arrangements well in advance of the date of opening. If we can close all enrolments by June 4, the date mentioned in the syllabus, then we shall be better able to make arrangements for the various sports competitions. Those who wish to enrol now should get in touch with their Branch Secretary or with the Secretary to the School, Mr. J. M. Mortimer, 135 Wellington Street, Glasgow, C.2.

Lancashire County Council Branch Scholarships

The Executive Committee of the Lancashire

County Council Branch have decided to offer a scholarship of the value of six guineas to members of the branch in connection with the Cambridge Summer School. It is with great pleasure we report that, on the application of the branch, the Finance Committee of the Lancashire County Council have also agreed to make a similar award. The two scholarships will be awarded to the writers of the two best essays on one of three prescribed subjects.

Essay Competition

Sir Arthur Robinson has again this year associated himself with the Summer School. Prizes to the value of five guineas will be awarded to the writers of the best essay on prescribed subjects. Full details of the rules of the Essay Competition appeared in the March issue of LOCAL GOVERNMENT SERVICE.

I.M.T.A. EXAMINATIONS

The results of the I.M.T.A. examinations were issued towards the end of March and it is interesting to note that only 20 per cent. of the candidates passed the Intermediate Examinations, whilst only 39 per cent. passed Part 1 of the Final and 30 per cent. Part 2 of the Final Examination.

After many years of tuition for the I.M.T.A. examinations the Nalgo Correspondence Institute has prepared a new study course. One feature of the course is the epitomised handbooks which are supplied to each student and which deal comprehensively with various aspects of Local Authority Finance. There are many other features recently introduced into the course which are not supplied by other coaching institutions. A special revision course is available for students who do not desire to re-work the full course of study.

Write for the free booklet to-day to the Nalgo Correspondence Institute, 24 Abingdon Street, Westminster, S.W.1.

QUESTIONS IN PARLIAMENT INSTITUTIONS

March 19.—Mr. Turton asked the Minister of Health how many Poor Law Institutions had been closed and how many new institutions had been erected since January 1, 1926, and what was the total number of Poor Law Institutions open on January 1, 1926, and January 1, 1934, respectively.

Sir H. Young: The total number of Poor Law Institutions of all kinds in use on January 1, 1926, was 1,114. The corresponding figure for January 1, 1934, is 1,036. The number closed or transferred to other public purposes during the period was 125 and the number erected or acquired 47.

UNEMPLOYMENT BILL

March 8.—Dr. Leech asked the Minister of Labour whether he would give an assurance that, when the new Unemployment Bill became law, consideration would be given to the engagement for work in connection with the Unemployment Assistance Board of those available persons who had been for the past three years exclusively engaged in the administration of transitional payments.

Sir H. Betterton: The engagement of staff will rest with the Unemployment Assistance Board, but I have no doubt that full consideration will be given by them to the claims of the persons to whom my hon. friend refers.

Mr. Gledhill: May I ask the right hon. gentleman if he is prepared to make any recommendations to the new board?

Sir H. Betterton: That is entirely a matter for the board.

NOTE.—Sir Henry Jackson, on behalf of N.A.L.G.C., has given notice of an amendment to the Bill to provide for the transfer to the Unemployment Assistance Board of officers of local authorities who are now engaged on the work in connection with the administration of transitional payments. At the time of going to press this amendment had not been reached.

SCOTTISH DISTRICT NOTES

BY A CORRESPONDENT

IT is Budget Day when I write these notes. The Chancellor of the Exchequer will be telling how his great Budget Surplus is to be disposed of. If the Government are abolishing "cuts," then there will be no further excuse for delaying to abolish the "cuts" made on our members. I am happy to say that since the last notes were written Dumbarton County Council and Glasgow Corporation have approved of the recommendations as to reparation of "cuts" and that the Town Councils of Paisley, Cowdenbeath, Helensburgh, Dumbarton, Stewarton, Maybole and Monifieth are withdrawing the temporary deductions. Hamilton Town Council, by a majority of 2, have continued the "cuts," but we are hoping to get the question re-opened.

Superannuation

Last month we reported that the Finance Committee of Stirling County Council were recommending the adoption of a scheme of superannuation. The County Council have since met and approved the recommendation by 37 votes to 4. The scheme embraces 220 officials and about 254 manual workers. A special arrangement has been made whereby the staff agree to a voluntary deduction from their salary of 2½ per cent. for a period of three years. If prior to the expiry of the three years superannuation is made compulsory by Act of Parliament the voluntary contributions will cease. They will also cease if there has been a general withdrawal of temporary deductions.

Inverness Town Council has agreed to the principle of a superannuation scheme in respect of all its employees and to obtain an actuarial report. Coatbridge Town Council have now obtained an actuarial report, and Mr. Mortimer was to meet the Finance Committee when the report is under consideration. Denny Town Council has also obtained an actuarial report. Kirkcaldy Town Council have had the adoption of a scheme under consideration, but the council seems to be divided as to its adoption at the present moment. Kilsyth Town Council have obtained an actuarial report, and so also have East Lothian County Council. Greenock Corporation and Paisley Corporation are at present having reports prepared. The question is also being taken up by Dumfries County Council and Dumfries Town Council. It will be seen, therefore, that at the moment there is very considerable activity in Scotland with regard to this important matter.

Whitley Councils

On April 17 the Executive Sub-Committee of the Scottish Council met in Glasgow under the chairmanship of Mr. Hugh Begg. The principal item on the agenda was that of Whitley Councils for Scotland. On this question, the Secretary had circulated a brief memorandum setting out the various important points to be considered and the arguments for and against. Should we have a National Whitley Council for Scotland or merely a Provincial Council linked up with a National Council sitting in London? If we had a separate Scottish National Whitley Council, should we endeavour to form Provincial Councils covering certain areas in Scotland? Again, should we try to have Local Joint Whitley Committees established for all the larger local authorities in the country? These were the chief questions under discussion.

The meeting decided in the first instance to conduct propaganda for Whitleyism. They were in favour of a Scottish Whitley Council, leaving the question of whether it be a Provincial Council or a Scottish National Council open in the meantime, and that Local Joint Committees be formed wherever possible. It was also decided to circularise branches setting

(Continued on page 485, col. 1)

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Those who are used to their comforts being provided and their interests safeguarded. Left unprepared... stranded... faced with the doubtful charity of others.

Is it fair?

Are they entitled to expect such indifference to their welfare? Why not adopt N.A.L.G.O.'s advice and provide for them?

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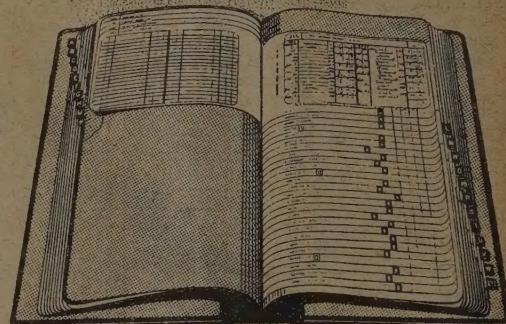
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HONOUR FOR THE PRESIDENT

(Continued from page 479)

should be inserted to enable Cardiff to be recruited on special terms, he said, amid laughter.

The Lord Mayor of Cardiff responding, said the success of local government in this country was based upon a system of democracy, and therein lay its safeguard. "I think we get a good deal of publicity sometimes of the wrong sort," he added. "It is very easy to get publicity and a certain amount of notoriety talking about the waste in local government, the expenses of officials and deputations, but, after all, they are minor items in local government."

The Lord Mayor added that there were many useful and vital services which were performed on behalf of the people, but it seemed that only now and again were they brought to realise it. As regards the recruitment of local government officers, he hoped nothing would be done to put a ringed fence around the municipal service. That would be disastrous. He hoped everything would be done to keep up the status and efficiency of local government officers. He suggested they might have a school for councillors as well.

Alderman David Lewis, J.P., supported the toast. He said he looked forward to the time when many of the liabilities now borne by local government would be borne by the State. There was no reason for rates in one part of the country to reach a huge figure and in another part be down to rock bottom.

The toast of the "National Association of Local Government Officers" was proposed by Mr. J. Owain Evans, C.B.E., and was responded to by Mr. W. E. Lloyd.

SCOTTISH DISTRICT NOTES

(Continued from page 483)

out the Committee's proposals and asking them for their observations before an approach is made to the local authorities. Assuming favourable replies, it was agreed that a conference of representatives of local authorities be convened for September 23 at Gleneagles.

General Matters

The meeting had also under consideration the method of appointing representatives from the District Committee to the annual conference and agreed to continue consideration. Our affiliation to the Scottish National Development Board was also considered in view of the fact that a higher affiliation fee is now payable. It was reported that a cheque for 25 guineas had been received from Headquarters, being Scotland's proportion of the grant from the sale of "Help Yourself" annuals and the meeting agreed that this sum be allocated to voluntary hospitals by the branches as in former years.

Lanarkshire

In our last issue we expressed regret that Lanarkshire County Council had not yet made any move towards the completion of a grading scheme. We are now pleased to report that at the last meeting of their Grading Committee a remit was made to consider the question of grading, and we are hopeful that this committee will see their way to frame an adequate scheme embracing all their staffs.

Mr. Frank Whitaker, Accountant's Department, Llandudno U.D.C., has obtained an appointment in the Treasurer's Department, Southend-on-Sea Corporation. He was presented by his colleagues upon his departure with a gold wristlet watch. Mr. R. J. Williams, Accountant, made the presentation. Mr. Reuben D. Jones, Clerk to the Council, also added his congratulations.

DISTRICT COMMITTEES

DISCUSSIONS ON THE CONFERENCE AGENDA

SOUTH-EASTERN

THE quarterly meeting of the South-Eastern District Committee was held at 24 Abingdon Street on April 7. Mr. A. Webb presided. There was a large and representative gathering of delegates.

Following the report of the Executive Committee, the honorary secretary (Mr. H. F. Veness, Hastings) reported that the Town Clerk of Stoke Newington (Mr. Kent Wright) had kindly consented to adjudicate the papers submitted in the District Essay Competition. The Executive Committee's report showed that it had been decided to award two scholarships, each of the value of five guineas, towards the expenses of attending the N.A.L.G.O. Summer School at Newnham College, Cambridge, in 1934. The subject will be "The place of the official in Local Government," and the competition will be open to members of branches in the district in receipt of a salary not exceeding £500 per annum, on April 1, 1934.

It was reported that the district membership had increased during the branch year by 331, and that an additional 100 had joined by January 31, 1934.

Long and careful consideration was given to the conference agenda, and although in most matters the delegates were given complete discretion as to voting, there were items upon which the committee felt bound to give definite instructions for or againsts.

Mr. Webb (Brighton) and Mr. Moss (Kent County) gave interesting reports upon the work of the Executive Council, and answered a number of questions arising therefrom.

A special sub-committee was appointed to go into the question of Whitleyism in the area of the District Committee.

SOUTH WALES AND MONMOUTHSHIRE

The committee met in the City Hall, Cardiff, on April 7. Mr. Thomas Evans (Rhondda) presided over a representative attendance. The principal business of the meeting was the consideration of the annual conference agenda and report.

Representatives of the Llanelli and Neath Rural Branches referred to the recent action taken by their authorities regarding temporary reductions in salaries, and expressed appreciation of the help given by the Association.

It was mentioned that two of Newport's representatives on the District Committee—Miss E. M. Shute and Mr. A. G. Clarke—were absent, owing to their marriage that day. It was resolved to send hearty congratulations and good wishes to Mr. and Mrs. Clarke.

NORTH-WESTERN AND NORTH WALES

The quarterly meeting of the North-Western and North Wales District Committee was held at the Town Hall, Oldham, on April 7, by kind permission of the Mayor and Corporation of Oldham. Mr. J. W. Wilkinson, of Southport, chairman of the North-Western and North Wales District Committee, presided. Mr. F. J. Willett, honorary secretary; Mr. J. D. Cannell, honorary treasurer; Mr. J. E. Gee, member of the N.E.C.; and Mr. H. Corser, divisional secretary, were also present. The delegates, numbering some 180, were welcomed by the Mayor and the Mayoress, Alderman James Shannon, J.P., and Mrs. Shannon.

The chairman said that this was the third occasion on which they had held a District Committee in Oldham. On the first occasion—some twenty-three years ago—they were received by, he thought, the only Lady Mayor

Oldham had had, Dame S. A. Lees. At that time they had about forty delegates. To-day, as already stated, they had probably about 180 delegates.

The chairman regretted that in the past, from the point of view of the Association, Oldham had been regarded as a "black spot," but he hoped that things would now improve, and that the members of the council might, during the coming months, consider seriously one or two important matters which had been before them. One question was the adoption of the scale of salaries recommended by the Whitley Council, and the other important matter was the question of superannuation. In conclusion, the chairman expressed great appreciation of the presence of the Mayor and Mayoress at the opening of the meeting.

The delegates then proceeded to discuss the conference agenda in detail, and considerable discussion arose on the notices of motion by the N.E.C. in regard to the rules and constitution of the Benevolent and Orphan Fund. In connection with the notice of motion by the N.E.C. contained in conference agenda on Rule 51—representation—a vote of thanks was accorded to Mr. T. Freeman, Manchester (N.E.C.), for the very valuable assistance he had rendered in compiling a report on this matter.

In regard to the election of the honorary officers of the Association, it was agreed to support the nominations of the N.E.C.

At the close of the meeting the delegates were invited by the Mayor and the Oldham Branch to the Union Club for tea. The honorary secretary, Mr. F. J. Willett, in thanking the Mayor and the Oldham Branch for their kind hospitality, referred to his Oldham colleagues as "doughty Channel swimmers," who turned up each year and had a "go" at the Channel, and at last they achieved success and arrived at the other side. He thought the Oldham officers would soon be reaching the other side and getting their reward.

Mr. G. Keast, chairman of the Oldham Branch, responding to the vote of thanks, referred to the help which the Oldham Branch had received from headquarters in their fight for better service conditions, and said they were optimistic enough to believe that a great change would take place in Oldham, and that the Corporation officials would come into their own.

The Mayor, in his response, referred to the looked-for trade revival, and spoke in appreciative terms of the character of his townsfolk.

NORTH-EASTERN AND YORKSHIRE

A joint meeting of representatives of the Yorkshire and North-Eastern Districts was held at York on March 31, to discuss the definition of areas as between the two districts.

A tentative understanding was arrived at to the effect that, in the event of a provincial council being formed in the north-eastern area, the district to be covered should include the counties of Northumberland and Durham and the Cleveland District of Yorkshire.

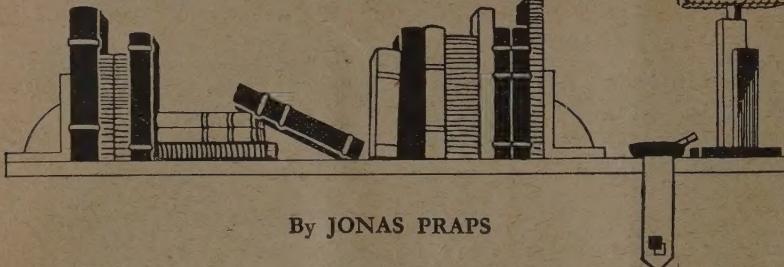
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South Eastern, Southern & South Western Districts

Divisional Secretary: Mr. F. Thomas, Room 60, Somerset House, Reading.

The Telephone Number of the Divisional Office is now READING 3880.

NOTES FOR READERS



By JONAS PRAPS

THE Autobiography of a Liverpool Irish Slummy," by Pat O'Mara (Hopkinson, 10s. 6d.), tells in very plain language the experiences of a boy brought up in the slum area of Liverpool. It is a record of brutality, drunkenness and unsavoury living, but it bears the stamp of truth, and pathos and kindness are not entirely absent. The boy's early experiences are among the dock labourers, but later he goes to sea and serves during the war in the Mercantile Marine. The book more closely concerns his life on shore than at sea.

Prince Eugène

A graphic and entertaining picture of European history in the seventeenth and eighteenth centuries is to be found in "Prince Eugène," by Paul Frischauer (Gollancz, 16s.). At whatever page you open the book you will find something of interest concerning the men who then governed the destinies of Austria and France. The book is advertised as a companion volume to Churchill's "Marlborough," and there is a great deal related in it of the Prince's association and friendship with the great Englishman. The book reads as easily as a novel, and is much more entertaining than many works of fiction.

Martin Armstrong's "General Buntop's Miracle and Other Stories" (Gollancz, 7s. 6d.) is a fascinating work. The stories are subtly humorous, and some of them rather leave you gasping for breath at their audacity; "Presence of mind," for example, in which a precise lawyer taking a short cut through a private garden in order not to be late at the office is discovered by a servant. His excuses land him further and further in the mire, and the one false step leads to surprising events. Most of the stories are outrageously impossible, but Mr. Armstrong's skill makes them appear real.

Lancashire Life

"Blind Alley," by T. Thompson (Allen and Unwin, 7s. 6d.) is a plain, homely story of Lancashire life and the neighbourhood of Bury in the early part of the twentieth century. The mode of life, morals and etiquette of Plum Street will not appeal to the fastidious, but despite the drabness and sordidness much of the best in human nature is displayed in the lives of these working folks.

"Brian Westby," by Forrest Ried (Faber and Faber, 7s. 6d.) is a serious study of a man and a youth. The man, middle-aged and an author, is divorced from his wife chiefly on account of religious differences and does not know that his wife, after their separation, has borne him a son. The wife marries again, but keeps the fact of his parenthood from the child. Staying at a small seaside place, the man unknowingly makes friends with his son, and is wonderfully attracted by him. The whole story centres upon the father's desire for his son when he finds out who he is. There are dramatic scenes where the father tells the boy their relationship, where the mother refuses to let the boy see him again, and of the boy's final choice. The book is carefully written, rather full of introspection, but apart from the somewhat commonplace method of keeping the mother indoors, technically sound.

Henry Savage has led a vagabond life, using the term in its least opprobrious sense; he has not been tied to one ideal. In "The Receding Shore" (Grayson, 10s. 6d.) he gives a vivid picture of the ups and downs of his chequered career, principally in Fleet Street. He has met and known many interesting personages, and relates his experiences unconventionally.

There is a charm about A. G. Street's descriptions of country life and village character which very few writers on like topics can equal. In "Country Days" you will meet some quaint people—the thatcher, the shepherd and other of nature's gentlemen. The chapters are distinct from one another, each being the subject of a broadcast talk.

Dr. Ernest Parker admits in the foreword to his book, "In and Out of My Consulting Room" (Simpkin, 7s. 6d.), that he has no literary pretension whatever, and his book would certainly not attract the dilettante. The book is, however, an excellent description of the everyday experiences of a medical practitioner with a story of humour, pathos or tragedy behind them.

For a quietly entertaining book of travel experiences, "The Diabolical," by H. H. McWilliams (Duckworth, 12s. 6d.) may be recommended. It is "an account of the adventures of five people who set out in a converted Ford lorry to make a journey from Palestine to England across Asia Minor and the Balkans." Sticking in the mud was one of their chief difficulties, but as a contrast to some other recent travel experiences of the unbelievable type it will be welcomed.

"BEANO"

IMPORTANT NOTICE

This first humorous magazine issued on behalf of the B. & O. has had a most favourable reception, both in the Press and by members of N.A.L.G.O. Over 30,000 copies have been printed, and in order that members of N.A.L.G.O. may have a further opportunity of augmenting the B. & O. Fund, the closing date for receipts has been extended to May 12.

The Scarborough B. & O. Special Appeal Committee gratefully acknowledges the support already given to its effort, and makes a special appeal to all members of N.A.L.G.O. to ensure that no copies remain unsold. As a Branch, Scarborough, has spent over £500 on the production and circulation of "Beano," and an earnest final request is made that all copies sent to Branches should be sold, and receipts sent in, by May 12.

SUPPORT THIS EFFORT AND INCREASE YOUR BRANCH B. & O. CONTRIBUTION

COST ACCOUNTS

MUNICIPAL COST AND WORKS ACCOUNTS, by G. A. Bryant. (Sir Isaac Pitman and Sons, Ltd., Parker Street, Kingsway, London W.C.2.) 118 + xiii pp. 10s. 6d. net.

This book illustrates in detail how mechanical accounting devices can be applied to a central system of municipal cost and works accounts on a standard basis through which all general departments of a municipality can be operated. The system described is based upon practical experience and close study, and is successfully operated by the author, who is the Cost and Works Accountant, City Engineer's Department, Norwich, and a member of N.A.L.G.O. It has been compiled to meet the needs of municipal accountants who are investigating the merits of accounting machinery installations to cope with large masses of figures and statistics. It is well written and printed in clear type on good paper. The index is comprehensive and the insets—which consist of specimen forms and graphs—are very conveniently collated together into front and back pockets of the book. This book will receive no more than its due if it should become a standard work on the subject.—D. J. P.

NOW READY

A CLEAR GUIDE FOR LOCAL AUTHORITIES

PREPARATION OF SCHEMES AND ORDERS under the TOWN & COUNTRY PLANNING ACT

By S. PASCOE HAYWARD, B.A.,

of the Middle Temple, Barrister-at-Law.

THIS handbook gives the Regulations under the Town and Country Planning Act, 1932, and ensures that the Authorities concerned follow the correct order of procedure in preparing and presenting their Schemes. The book is exceptionally well-planned for reference and makes it considerably easier for the Authority to become acquainted with, and conform to, the essential Regulations and Orders than by frequent reference to the Act itself. In addition to the forms prescribed by the Minister of Health, the author has drafted a number of supplementary forms that will greatly assist the reader.

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Parker Street, Kingsway, London, W.C.2**

MUNICIPAL YEAR BOOK

THE MUNICIPAL YEAR BOOK, 1934. Edited by Mr. James Forbes, Municipal Journal, Ltd., 30s.

It is a fault of most standard works of reference that they tend to become somewhat stereotyped in form, and to frown on any innovations or alterations in their general make-up. This fault certainly cannot be attributed to the Municipal Year Book. Every year it increases both in size and in usefulness; and every year new features are added, whilst the old features are retained in full strength. Among the sections which have been added this year are a very full and skilfully-made "Digest of Leading Cases of 1933 affecting Local Government in the United Kingdom," and sections dealing with slum clearance, museums, and art galleries, and fire services.

A preface to the Year Book is contributed by the Right Hon. Sir E. Hilton Young, while the Hon. Oliver Stanley, Minister of Transport, has written a foreword to the Roads and Transport Section. There is an admirably written review of Local Government in 1933, comprising (*inter alia*) the Government's new legislation relating to Unemployment Insurance, the recommendations of the Departmental Committee on Local Government Officers, and the Government's policy with regard to housing and water supplies in rural areas. Among the revised sections of the Year Book, I was particularly interested in those on Town Planning and Sewage Disposal, contributed, respectively, by Alderman A. T. Pike, F.C.C.S., Secretary of the Garden Cities and Town Planning Association, and J. T. Thompson, M.Sc., F.I.C.

The two essential qualities about a good work of reference appear to be (1) that all relevant information about a particular subject or range of subjects should be collected and tabulated, and (2) that such information should be so arranged as to be quickly and easily found.

The scope and variety of Local Government is altering so much in each year, that to attain both these objects must be an increasingly difficult task. The Editor of the Municipal Year Book is to be congratulated, not only upon the immense volume of information which he has collected and analysed, but upon the masterly arrangement and indexing with which those interested in Local Government can easily find out precisely what they want to know on any particular subject. For you can discover, in next to no time, from this veritable encyclopædia of Local Government, anything from the name and address of the present Lord Mayor of Manchester to the population of Ashby-de-la-Zouch; you can pass, in the twinkling of an eye, from housing in Huddersfield, to rates in Merthyr Tydfil; you can read about anything from the re-arrangement of administrative responsibility at the Ministry of Health to the number of times per week streets are cleansed in Prestonpans! That is why this Year Book is so essential, not only to the local government official, but to the elected representative, and, indeed, to the ordinary citizen who tries to take an intelligent interest in the conduct of local affairs.

The Year Book forms a bulky volume. It runs this year to 1,527 pages—but, considering the varied information which can be gleaned from those pages, it is an editorial triumph and a marvel of compactness.—C. K. W.

STAFFORDSHIRE COUNTY OFFICERS

At the tenth annual dinner of the Staffordshire County Officers' Association, there was present a company numbering over 80, fully representative of all classes of members of the Association. Among the guests were the chairman and deputy chairman of the County Education committee and Sir J. Q. Lamb, M.P. The Clerk of the County Council and the Deputy Clerk were also present. The president of the Association (Mr. J. M. Hotchkiss) presided.

THE CONFERENCE TOWN

WHAT SCARBOROUGH HAS TO OFFER TO N.A.L.G.O. DELEGATES AT WHITSUNTIDE

AS a conference town for a general association Scarborough is well suited. As a centre for the N.A.L.G.O. conference it is ideal. Not only does it possess so many attractions for the holiday maker—such a diversity of diversions for the busy delegate after the day's sitting is over—but it shows so clearly what

Even in the winter, Scarborough's climate tends to be mild, and by Easter, summer is well on the way. Whitsuntide is usually warm, bright, and welcoming.

By rail, Scarborough is easily reached from London and the larger centres. By road the journey is glorious. Coming from inland

places one sees so much of the life of the countryside. Maybe one approaches via York and Malton, both old-world places with a touch of modernity.

Or coming from the north, one sees the moorland sheep, as rugged as the landscape itself, ignore the busy traffic. Grouse, pheasants and partridges rise from the thick heather.

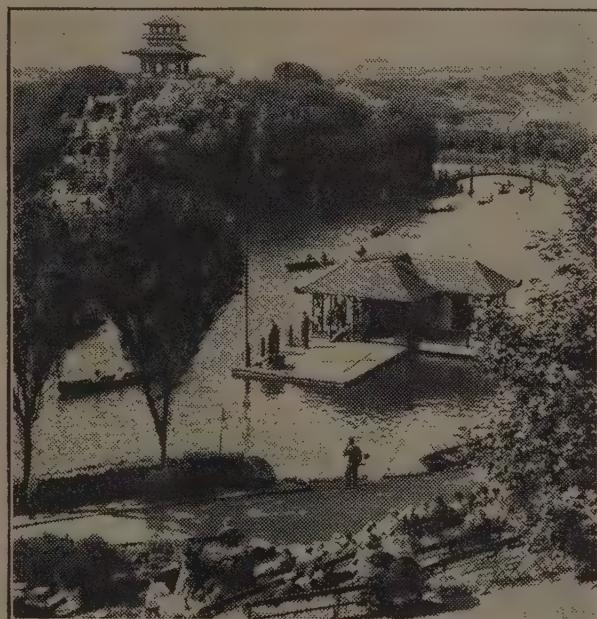
Scarborough, too, with all its modern refinements has other links with the past. Its brown-faced fishermen might belong to any period. Their "mules" and dinghies are picturesque, and the salt-caked trawlers and drifters line the harbour to complete a perfect seascape. A little later in the year the herring will come and with the herring, tunny, king of the sea to provide regal sport for the big-game fisherman.

Delegates to the conference, and those who "just come," may find many of their friends awaiting them. The Cayton Bay holiday centre is within easy walking distance. Those who know Cayton

Bay know Scarborough. And how many are going back to Cayton this year because they had such a grand time last year?

Let us see what relaxation there is after the "speech-making" is over. Golf! The law, the press and the local government service seem to have made golf their own game. There are 18 hole courses on the South and North Cliffs, and more links at Ganton not far away. For the less ambitious—or energetic—there are miniature golf and putting courses. Tennis. Hard and green courts are numerous. Bowls is a good game for those who know how, and they will find ample accommodation. There are swimming baths, a bathing pool, greatly improved this year. And why not a dip in the sea? There are bound to be cricket matches to watch, too, or the enthusiastic visitor may get a chance in some "scratch team."

In the evening dancing will call the younger members. They may have been rambling over the cliffs and moors, or have been over to picturesque Robin Hood's Bay or Historic Whitby, during the day, but they will not be too tired to respond to the syncopators. Alick Maclean's orchestra on the Spa must be heard, Galaland sounds so intriguing—and is. There are so many things to do, to see, and to hear, that one will be genuinely sorry when the stay is over and the office beckons once again.



Scarborough : Peasholm Park, under the lake in which is the Northstead Manor

the progressive seaside Corporation can do. A few years ago, apparently on the assumption that municipal ownership is the first step to state ownership, a north-country newspaper dubbed the resort "Scarboroughgrad." There was nothing to justify that paper's assumption, but, even so, it was obvious to the "lay" journalist that Scarborough had progressed far in the way of municipal ownership. From its municipal cafés, bathing pool, dance hall, spa, medicinal baths, sports grounds, miniature railway and model yachting lake, the Corporation of Scarborough derives revenue, at the same time showing smoothness of operation that private enterprise would be extended to approach.

Yorkshiremen are inherently proud of Scarborough, even though they may, themselves, originate from the other side of this broad county. Year after year, thousands of them, "exiled" in London and "foreign" counties return for a brief respite. At the same time, many thousands of others flock there year after year. Why?

To the southerner, accustomed to gently sloping landscapes and white chalk cliffs, Scarborough is something new. It is characteristically rugged. Its clean air invigorates; the North Sea, lapping at its sunlit crags, seems to say: "This really is England." For natural beauty there is nothing to compare in this country. Experienced travellers say the majesty of the panorama, with Scarborough Castle perched jauntily on the brow of Castle Hill, rivals even the Grand Canyon. The Romans left many traces of their occupation of Yorkshire, and we know that they used Castle Hill as a signal station. During the civil war the Castle was prominent, while in the Great War, another wound was added to its scarred countenance by a shell fired from the sea.

The first annual dinner of the Wednesbury Branch was presided over by the Town Clerk, Mr. N. P. Lester. A large company, which included the Mayor of Wednesbury and other members of the Council, enjoyed a thoroughly successful function.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

SCARBOROUGH CONFERENCE

DATES TO REMEMBER

- May 1.—Voting Papers to be in hands of Secretary of District Committee.
- May 1.—Journal contains amendments to motions in Conference Agenda.
- May 2.—Counting of votes for N.E.C. commences in each district.
- May 5.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
- May 5.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
- May 18.—Annual Competitions in Golf, Tennis and Bowls.
- May 18.—Provident Society Annual General Meeting.
- May 19.—Whit Saturday. First day of Conference Proceedings.
- May 21.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.
- May 22.—Whit Tuesday—Meeting of Education Correspondents; Logomia Annual General Meeting; Building Society Annual General Meeting.

DAILY PROGRAMME

- Friday, May 18.**
- 10.0 a.m. Annual Golf Competition—North Cliff Golf Course.
 - 10.0 a.m. Annual Tennis Tournament—hard courts—Yorkshire Lawn Tennis Club, Filey Road.
 - 10.0 a.m. Annual Bowls Tournament—South Cliff Bowling Green (flat), Filey Road.
 - 4.30 p.m. Provident Society Annual General Meeting—Town Hall.
 - 8.30 p.m. Reception by His Worship the Mayor and Mayoress—Spa Ballroom.
- Saturday, May 19.**
- 9.30 a.m. Opening of Conference and Official Welcome—Central Hall, Queen Street.
 - 12.30 p.m. Conference photograph outside Conference Hall.
 - 12.50 p.m. Luncheon by His Worship the Mayor to the National Executive Council—Grand Hotel.
 - 2.30 p.m. Conference Session—Central Hall, Queen Street.
 - 5.0 p.m. Adjournment of Conference.
 - 6.30 p.m. Tour No. 1—Forge Valley, Hackness, Scalby, and Open Air Theatre.
 - 8.0 p.m. Orchestral Concert at The Spa.
- Sunday, May 20.**
- 9.30 a.m. Assembly Grand Hotel for Divine Service.
 - 10.30 a.m. Divine Service—Parish Church.
 - 12.30 p.m. The President to lay wreath on the War Memorial—Oliver's Mount.

- 2.15 p.m. Tour No. 2—Filey, Bempton, Flamborough, Hunmanby and Seamer.
 - 8.0 p.m. Orchestral Concert at The Spa.
- Monday, May 21.**
- 9.30 a.m. Conference Session—Central Hall, Queen Street.
 - 12.30 p.m. Adjournment of Conference.
 - 12.45 p.m. Luncheon to His Worship the Mayor and members of the Local Conference Council by the National Executive Council.
 - 2.30 p.m. Conference Session—Central Hall, Queen Street.
 - National Executive Council meeting, Grand Hotel, at conclusion of Conference proceedings.
 - 8.30 p.m. Conference Dance and Carnival—Olympia Ballroom.

- Tuesday, May 22.**
- 9.30 a.m. Meeting of Education Correspondents—Town Hall.
 - 10.0 a.m. National and Local Government Officers' Mutual Insurance Association, Ltd. (Logomia). Annual General Meeting—Town Hall.
 - 11.30 a.m. Building Society Annual General Meeting—Town Hall.

- TOURS.**
- 10.0 a.m. Motor Tour No. 3—full day—Pickering, Goathland Moors and Whitby.
 - 10.15 a.m. Tour No. 4—half day—Seamer, Sherburn, Sledmere, Yorkshire Wolds and Cayton Bay.
 - 2.15 p.m. Tour No. 5—half day—Forge Valley, Hackness, Silpho Moors, Harwood Dale and Ravenscar.

Conference representatives will find a more detailed daily programme at the commencement of the Booklet descriptive of Scarborough which has been issued to them.

CONFERENCE TRAVELLING

Persons travelling to the annual conference at Scarborough at Whitsuntide will be able to use the summer tickets, which the railway companies are continuing until the end of 1934, between all principal points on any day available for return on any day, within one calendar month, at the ordinary single fare and one-third for the double journey (fractions of 3d. reckoned as 3d.). Minimum fares: First class 4s., Third class 2s. 6d.

This obviates the necessity of printing and issuing railway vouchers as in previous years. Arrangements will be made through headquarters for the reservation of seats for those who will be travelling from or through London. A party of eight or more travelling by L.N.E.R. can have accommodation reserved for them free of charge on notification of their requirements to the local station master a few days before travelling. Similar arrangements, no doubt, can be made with other railway companies. For individual passengers the charge for the reservation of one seat is 1s.

SAVE YOUR COPIES OF THE ANNUAL REPORT

As detailed in paragraph 23 of the annual report of the National Executive Council to the Conference at Scarborough, at Whitsuntide, 1934, it has been decided to issue only an abridged copy of the annual report for circulation to the members after the Conference, instead of the full report, less one of the indices, as has previously been done. Copies of the full report have been sent to representatives appointed to attend Conference and to each Branch secretary a number corresponding to the number of representatives which the branch is entitled to appoint to the meetings of the District Committees. Only 6,500 copies of the full report have been printed, and these should be carefully preserved for reference.

IMPORTANT DATES

- May 18 to 22. Annual Conference and annual meetings of "activities" at Scarborough.
- May 24, 25, 26. N.A.L.G.O. Examinations.
- May 31. Branches to remit all monies due to the Association to Headquarters.

SALARIES AND SERVICE CONDITIONS

NOTES BY THE ORGANISING SECRETARY

Salary Deductions

The following changes have been notified since the last issue of LOCAL GOVERNMENT SERVICE:

Deductions terminated: Hereford C.C., Northampton C.C., Stafford C.C., West Suffolk C.C.; County Boroughs of Huddersfield, Hull, Rotherham; Boroughs of Beverley, Colne, Cowdenbeath, Droytwich, Morley, Shrewsbury, Ossett; U.D.C.'s of Bolsover, Haworth, Rowley Regis, Mirfield, Stocksbridge, Cannock; R.D.C.'s of Goole; other authorities: Clydebank and District Water Board, Fife Joint Asylum Committee.

Modification: Glasgow.

Out of 666 local authorities who made deductions in England and Wales, 405 have terminated them and 53 have modified them in favour of the staff.

In view of the terms in which the Chancellor of the Exchequer recently presented his Budget, there can be no justification for the continuance of deductions by any local authority.

Salaries

The Scarborough Town Council have adopted a resolution that all questions of salaries affecting members of the staff shall henceforth be dealt with through the Association.

The Croydon County Borough Council have recently approved recommendations of the Establishment Committee with regard to (a) New Staff Scheme and Scales of Salaries; (b) Restoration of Salary Cuts as from April 1, 1934; (c) Appointment of Actuary to report on the proposed adoption of the Local Government and other Officers' Superannuation Act, 1922, and (d) Scheme for the transfer of the present Local Superannuation Fund. Junior entrants must hold the School Leaving Certificate or other equivalent certificate.

The scheme is all-embracing and special scales for a number of groups of staff are provided including nursing staff.

In December, 1930, the Ossett Town Council ruthlessly cut salaries, sickness allowances and holidays, although the general conditions of service in that town had always been deplorably low. There was no justification whatever for the attack which was strenuously resisted by the Association. The council has at last realised the unwise of its actions, and restored salaries and conditions of service generally to their former level. There is still need for salaries to be increased.

Superannuation

The following authorities have recently adopted the Local Government and Other Officers' Superannuation Act, 1922:

Authority	Appointed Day
Stirling C.C. (officers and workmen)	—
Chorley T.C.	April 1, 1934
Pontefract T.C.	July 1, 1934
Thornaby-on-Tees T.C.	—
Billinge and Winstanley U.D.C.	—
Farnborough (Hants.) U.D.C. (officers and workmen)	—
Horsham U.D.C.	April 1, 1934
High Wycombe R.D.C. (Bucks. C.C. scheme)	April 1, 1934
Northfleet U.D.C. (officers and workmen)	—

An actuarial report is to be obtained by the Saltburn and Marske U.D.C., following representations made by the divisional secretary. Many other councils are considering superannuation and it seems likely that the number of local authorities without schemes will be materially reduced by voluntary adoptions during 1934. The total number of officers employed by authorities who have not adopted schemes is estimated to be between 5,000 and 10,000.

(Continued on page 491)

Local Government Service

*Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.*

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

OFFICERS AND THE PUBLIC

A PROMINENT figure in current thought who has made no small contribution to the success of the work which comes under the heading of "Public Relations" in the annual report of the National Executive Council, has stated that :

"Any view of modern society reveals how large is the number of men from whom a sense of state is absent. They remain obstinately enfolded in a narrow sphere of private interests."

It has been one of the greatest tributes to the intelligence of the membership of the Association to have accepted at the last conference without question the policy of the National Executive Council in embarking upon what was then familiarly called a "publicity campaign" which has now developed under its more appropriate title "Public Relations."

It is not an easy thing to explain every detail of the enormous amount of work which has been done under this heading, neither is it good policy in many instances to broadcast explanations.

"How large is the number of men from whom a sense of state is absent," applies equally to that part of state management which is now called for the want of a more descriptive name, "Local Government." It also explains to a marked degree the traditional attitude of the average ratepayer towards the work of his local authority.

Before any radical change can be effected in the attitude of disrespect for local government two fundamental principles must be universally accepted. One is that local government is in its incidence more national than local and the other that the ratepayer gets full value for his money.

The policy of N.A.L.G.O. to secure the recognition of local government as a

national service has been consistently pursued since 1920 and with a considerable measure of success. That conception can only materialise by progressive stages, and the first move was to secure recognition of service with more than one authority in such important issues as compensation and superannuation. The principle is now firmly established in connection with the calculation of service for both measures. This must be followed by the very important principle enunciated by the General Secretary at the Mayfair Hotel on March 3. Mr. Hill said : "One great task which impressed me more than any other was the establishment for public administration of a standard of work values, and a prestige based solely upon the national importance of that work, and entirely divorced from the fluctuating successes and failures in other walks of life."

The report of the Hadow Committee which will be the subject of discussion at the Scarborough Conference is the next stage, and perhaps the most encouraging official pronouncement on that question the Association could have hoped for. What local government officers get from that momentous document will be exactly the measure of N.A.L.G.O.'s wisdom and foresight. The conference must not miss the substance by pursuing the shadows. Some members see one or two ghosts in the proposals, but let us pass on the advice of another who said : "Anyone who has the courage to walk up to a ghost can usually walk through it."

Local Government and National Service

The basis of the Report is the unqualified acceptance of national standards. It recommends uniform methods of recruitment; a minimum standard of entrance education; free movement from authority to authority; and minimum rates of remuneration for comparable qualifications and responsibilities irrespective of the town or area in which the officer works. To accept those basic and guiding principles cannot mean that there must not be recognition of the differences in work volume and responsibilities which the varying sizes of local authorities and the departmental grouping of functions warrant.

The report recognises that the time has come to put the prestige and the service conditions of local government officers upon a sound and scientific basis. The standards to be laid down cannot in the first instance be unrelated to the market value of professional qualifications and outside occupations, but having once found that basis it must not be varied in areas according to the shifting prosperity or depression of commercialism.

If the incidence of the present industrial depression is to be a guide, then the "quantities" must be weighted with the incidence of the industrial boom of those years which followed the close of the Great War.

N.A.L.G.O. has advocated something

of the kind with commendable consistency over a long period of years, and it was inevitable that official recognition would sooner or later endorse that principle.

N.A.L.G.O. and Adverse Public Opinion

N.A.L.G.O. has also recognised that there could be little or no advantage in putting the foundations of a better Local Government Service in the sands of unappreciative public opinion.

Is there a local government officer in the country with any experience of note who has not on numerous occasions during his career felt the deadening effect of unfair criticism, and asked himself more than once : "is it worth while giving my best?" Even members of town councils who are prepared to give their time and abilities for the benefit of their townsfolk feel discouraged by the lack of appreciation of their efforts.

The National Executive Council of N.A.L.G.O. has given much thought to that problem, and it has rightly come to the conclusion that there lies in public opinion the safety of the economic foundations of service under a local authority. All that the Association has achieved, all that the Hadow Report means, depend for security upon a better public appreciation of the contribution which a local authority makes towards the welfare of its own citizens.

It was that conception which decided the Association to embark upon the policy which comes under the heading of "Public Relations." It is the biggest task as well as the most profound that the Association has ever undertaken. It needs courage to face such a job, and it needs the wholehearted support of every member to reinforce that courage if the work is to be successful. To make the effort to re-orientate a public opinion which has been given a definite bias against public administration for 180 years is in itself most commendable. Public opinion does count. And, if the moulding of that opinion be left entirely to those who represent interests opposed to local government, the present discouraging features of the situation will continue.

N.A.L.G.O. and the Status of Chief Officers

The public will never realise how much it benefits from good local administration unless someone tells it. N.A.L.G.O.'s campaign has been a genuine attempt to tell, for the first time, what an important part local government plays in providing everyday comforts and protection for the community. It has not sought the prestige of that work. In fact, it is deemed to be more effective if the Association is kept out of the picture. It is a work which, by reason of the fact that it has never been done before in the history of this, or any other, country, has been to a large extent experimental. It may not have pleased everyone. There

(Continued on page 491, col. 3)

ANNUAL CONFERENCE, 1934

STATEMENT OF AMENDMENTS TO NOTICES OF MOTION AND TO PARAGRAPHS OF THE ANNUAL REPORT

[See Agenda on pages 439-442 of April issue.]

AGENDA ITEM NO. 3

Membership

N.B.—See paragraph 120 of the Annual Report.

Amendment submitted by the Stockport Branch

That this Conference regrets to notice that the total number of members (Life and Annual Subscribers) to the B. & O. Fund is very much below the number of members of the Association, and urges each Branch to use its utmost endeavours to induce every member to become an Annual Subscriber to the B. & O. Fund.

Amendment of Rules

N.B.—See paragraph 122 of the Annual Report.

Amendment submitted by the South Eastern District Committee.

To add after the word "husband" on the third line of Rule 3(a) (i) the words "or other relative upon whom any applicant was dependent."

Amendment submitted by the Cambridgeshire Branch.

That new Rule 3(a) (4) as per notice of motion given by the National Executive Council respecting amendment to Rules and Constitution of the Benevolent and Orphan Fund, be deleted.

Amendment submitted by the Leicester Branch

To amend Rule 3(a) by adding sub-section (v) so as to read:—

(v) The National Executive Council shall have the right to vary sub-sections of Rule 3(a) as required by exceptional circumstances.

Membership and Contributions. Rule 5a (i)

Amendment submitted by the West Ham Branch.

Delete the words "in any one year" on the last two lines and substitute "spread over two years."

Regional Committees—Rule 23

Amendment submitted by the City of Birmingham Branch.

Delete the existing Rule 23, and substitute the following therefor:—

"In urgent cases coming within its province, a branch may in any one year make grants which in total do not exceed an amount equal to one-third of the total contributions of such branch for the previous year, provided that in any one case the grant voted shall not exceed £5 0s. 0d. Such cases to be reported to the Regional Committee for allowance, or disallowance. In the event of disallowance by the Regional Committee the grants shall be borne by the branch funds, but the branch shall have the right of appeal to the Management Committee."

Regional Committees—Rule 27

Amendment submitted by the Leeds Branch

Delete the words "and Vice-Chairman" from line 3 or clause 2 of the N.E.C. motion,

AGENDA ITEM No. 9

Amendment submitted by the West Midlands District Committee.

That in the opinion of this Conference, Publicity Expenses should be shown as an expense in the General Fund Account.

AGENDA ITEM No. 10

Meetings and Committees.

N.B.—See paragraph 1 of the Annual Report.

Amendment submitted by the Stretford Branch.

That the table in item No. 1 of the National Executive Council Report be amended to show the actual and possible attendances of members at Council and Committee Meetings, and that this information be included in future Reports.

Superannuation.

N.B.—See paragraph 11 of the Annual Report.

Amendment submitted by the Ingleside Branch.

That failing satisfaction by the 30th November, 1934, the National Executive Council be directed to formulate and carry out a programme of propaganda to demonstrate that compulsory Superannuation is urgently necessary.

Loans for Educational Facilities.

N.B.—See paragraph 13 of the Annual Report.

Amendment submitted by the Cambridgeshire Branch.

Rule 3.

Delete the words "are not granted to cover fees for tuition expenses, but"

Add "6. Tuition fees."

Amendment submitted by the Dumbartonshire Branch.

Rule 4.

Amount of Loan. That the words "In no case will the amount of the loan exceed 80 per cent." be deleted, and in place thereof, the following words be inserted "That advances be made up to 100 per cent."

Amendment submitted by the South Wales and Monmouthshire District Committee.

Rule 6.

Substitute 1 per cent. for 4 per cent.

Amendment submitted by the Cambridgeshire Branch.

Rule 6.

Substitute "2½ per cent." for "4 per cent." in first line.

Amendment submitted by the Dumbartonshire Branch.

Rule 6.

That the words "4 per cent." on the first line of this rule be deleted and in place thereof the words "2 per cent." inserted."

Amendment submitted by the Yorkshire District Committee.

That having regard to the recommendations of the "Hadow" Committee on Local Government Officers as to the conditions under which the taking of pupils by officers should be permitted and to other recommendations of that Committee and also the large capital sum which it is estimated the Association would be required to advance in order to finance the scheme, this Conference declines to proceed with the scheme of Loans for Educational Facilities contained in paragraph 13 of the Report of the Council.

Amendment submitted by the Kent County Officers' Branch.

That the adoption of a scheme for providing Loans for Educational Facilities be adjourned sine die.

Hospital and Nursing Home Schemes.

N.B.—See paragraph 15 of the Annual Report.

Amendment submitted by the Devon County Officers' Branch.

That this Conference appreciates the efforts which have been made by the National Executive Council to formulate a scheme providing for nursing home and hospital treatment, and, being of the opinion that a successful scheme can best be administered through the Provident Society, requests the Management Committee of that Society again to consider the matter and to draw up a scheme for submission to the 1935 Conference.

Rule 51—Representation.

Amendment submitted by the Metropolitan District Committee.

That the motion of the National Executive Council be amended so as to include the following words after the word "follows" in the second line of the motion, viz., "and that such Rule as thus amended do become operative for the first time in respect of the Election of the National Executive Council for the year 1935-36."

Amendment submitted by the Eastern District Committee.

Add new clause 2 as follows:—

(2) Classes of Authority. Notwithstanding anything in the foregoing, if no member from any of the following classes of authority be elected as therein provided, the member from such class of authority who secures the highest percentage of votes in relation to the number of persons who voted in his electoral area at the poll for the election of the Council shall be deemed to be elected.

The classes of authority for the purpose of this rule shall be as follows:—

- (1) County Councils and District Councils (Scotland).
- (2) County Boroughs and Burghs.
- (3) Metropolitan Boroughs.
- (4) Boroughs.
- (5) Urban District Councils.
- (6) Rural District Councils.
- (7) Dock Harbour and River Conservancy Authorities.

Provided that a member who is employed by a statutory joint board or committee of Local Authorities shall be allocated to the class of authority which provides the largest proportion of the income of the joint authority and that the member shall be regarded as serving that class of authority.

In the event of any such additional member ceasing to be a member of the Council prior to the date of the Annual Conference next following the date of this appointment the Council may fill the vacancy under the provisions of this Rule.

Re-number (2) to (3).

Amendment submitted by the Kent County Officers' Branch.

Delete the following paragraphs:—

- (vi) Delete Section 2.
- (vii) Delete the words "either as an ordinary member or" from line 3 of section 3.
- (viii) Delete the figure "2" from line 3 of section 3 and substitute the figure "1" therefor.
- (ix) Re-number this Section as Section 2.

Amendment submitted by the West Riding County Officers' Branch.

(3) Women's Representative.

"That this rule be amended so as to provide for two Women's Representatives to be elected."

Conference Town Sub-Committee.

N.B.—See paragraph 22 of the Annual Report.

Amendment submitted by the North Western and North Wales District Committee.

That it be an instruction to the National Executive Council to consider and report upon the advisability of dispensing with all speeches in support of invitations and that where the National Executive Council are not prepared to make a definite recommendation with regard to the venue of the Conference, such venue be decided by ballot.

Report of the "Hadow" Committee.

N.B.—See paragraph 104 of the Annual Report.

(i) Notice of Motion given by the National Executive Council.

Amendment submitted by the Chesterfield Branch.

This Conference endorses the recommendations of the National Executive Council contained in paragraph 104 of the Annual Report with the exception of Recommendation No. 1, which should be amended as follows:—

"That all authorities should adopt definite conditions of appointment for official staffs that all junior entrants into the service should be recruited by open competitive examination from boys and girls between the ages of 14 and 16 years."

Amendment submitted by the West Riding County Officers' Branch.

Paragraph (b) (ii) to read:—"Endorses the recommendations of the National Executive Council, contained in paragraph 104 of the Annual Report with the exception of (1) The recommendations regarding recruitment from a higher age group and (2) The recruitment of University Graduates."

Amendment submitted by the Halifax and District Branch.

Agenda item 10 (d) (b) (ii). "Endorses the recommendations of the National Executive Council contained in paragraph 104 of the Annual Report except that the recommendations in paragraph 5 on page 96, referring to Probation, should be limited to entrants to the Service from school or University."

Amendment submitted by the Metropolitan District Committee.

That the motion of the National Executive Council be amended so as to include the following words after the word "Report" in the last line of clause (b) (ii) of the motion, viz.: "provided that in connection with the recommendation of the 'Hadow' Committee for the setting up of Local Authorities of Establishment Committees, the functions of such Establishment Committees should not include functions of local Whitley Councils."

Amendment submitted by the West Midlands District Committee.

That this Conference regrets that the Annual Report of the National Executive Council expresses no opinion on recommendation No. 13 of the "Hadow" Report, and considers that recommendation No. 13 should have the support of Conference.

(ii) Notice of Motion given by the Plymouth Branch.

Amendment submitted by the Metropolitan District Committee.

That the motion of the Plymouth Branch be amended so as to include the following words after the word "Committees" in clause 1 (a) of the Motion, viz.: "provided that the functions of such Establishment Committees should not include functions of Local Whitley Councils."

Holiday Centres.

N.B.—See paragraph 109 of the Annual Report.

Amendment submitted by the Reigate Branch.

That in view of the popularity of the existing N.A.L.G.O. Holiday Centres, the National Executive Council be asked to consider the establishment of a Holiday Centre on the South Coast.

AGENDA ITEM No. 12

Rule 24—Proportion of Representation.

Amendment submitted by the Bath Branch.

(b) Add after the word "elect" "one of their Honorary Officers and".

(Continued on next page, col. 1)

ANNUAL CONFERENCE, 1934

(Continued from preceding page)

Amendment submitted by the Exeter Branch.

Branches may elect:—
 One representative for a membership not exceeding 100.
 Two representatives for a membership over 100 but not exceeding 200.
 Three representatives for a membership over 200 but not exceeding 400.
 Four representatives for a membership over 400 but not exceeding 600.
 Five representatives for a membership over 600.

Amendment submitted by the Croydon Branch.

Delete present Rule 24 and substitute the following therefore:

RULE 24.—Proportion of Representation. The following shall be the proportion of Representation at a Conference:—

(a) Each District Committee may elect Two Representatives.

(b) Branches may elect:—One representative for membership not exceeding 100 and One additional representative for each further 100 or part thereof up to a maximum of Ten representatives.

(c) Sectional and Professional Organisations may elect representatives according to the scale provided in Rule 95 of the Rules of the Standing Joint Committee adopted by the Council under Rule 5.

Honorary members and retired members may be appointed as representatives under the provisions of this Rule.

Standing Orders.

Amendment submitted by the Scottish District Committee.

That the word "seven" be substituted for the word "ten" in said Notice of Motion.

AGENDA ITEM NO. 13

The following invitation has been received from the Clacton Urban District Council:

Town Hall,
Clacton-on-Sea.
10th April, 1934

Dear Sir,

ANNUAL CONFERENCE—1935.

I am directed to bring to the notice of your Association the fact that my Council have provided a Town Hall which is eminently suitable for the holding of Conferences, and to extend, on behalf of the Council, an official invitation to hold the 1935 Annual Conference of your Association at Clacton. The Council are willing to place their Hall, which has a seating capacity of 1,200, at the disposal of large Conferences, subject to payment of out-of-pocket expenses to cover the cost of lighting, heating, labour, etc.

Clacton-on-Sea, which is on the Essex Coast has a southern aspect and, during recent years, has made rapid progress in popular favour as a health and pleasure resort. This is due to its wonderful climate and the enterprise of the Council and townspeople in catering for the comfort and enjoyment of visitors. Any Conference held here is sure of success in every sense of the word as the Council will do all in their power to make the visit of the delegates a happy one. There are excellent hotels and boarding houses at which accommodation may be secured.

I enclose a copy of the Official Guide to Clacton-on-Sea, and a brochure containing information with regard to the Town Hall and shall be happy to furnish you with any further information you may require.

Yours faithfully,
GEO. T. LEWIS.

The General Secretary,
National Association of Local Government Officers,
24, Abingdon Street, Westminster, S.W.1.

OFFICIAL AND PERSONAL

Major Sidney J. Ennion, Clerk to the Newmarket Area Guardians Committee (West Suffolk), recently retired after 42 years' Poor Law Service. He succeeded his father as Clerk to the Guardians in 1892. At the conclusion of a recent meeting, the members of the Area Guardians Committee, with members of the old Boards of Guardians in the area, and other friends and colleagues, gathered to pay tribute to Major Ennion's long and valued services, and to present him with a massive silver salver, suitably inscribed. Major Ennion is an enthusiastic member of N.A.L.G.O., having been President of the West Suffolk and District Branch since its inception in 1919 until 1931, and for a number of years Chairman of the Eastern District Committee.

* * *

We regret to report the death of Mr. A. Barker, Clerk to the Whitley and Monkseaton Urban District Council. Mr. Barker's death was unexpected, as he attended a meeting of the Council the previous day. He was first president of the local branch of the association.

* * *

Mr. A. Cornwell, a member of the Denbighshire County Treasurer's staff at Ruthin, has passed the final examination of the Institute of Municipal Treasurers and Accountants, thus qualifying for an Associateship of the Institute. Mr. Cornwell has been employed in local government service at Ruthin for nearly three years.

* * *

Malvern Branch have presented a handsome chiming clock to Mr. F. Edwards, Clerk of the Council, on his departure to take up his duties as clerk and solicitor to the Esher Urban District Council. In making the presentation, Mr. E. D. Wootten (president of the branch) paid a warm tribute to Mr. Edwards and expressed the officers' best wishes for his future success and happiness. Mr. Edwards became a member of the association before he was eighteen years of age.

* * *

The death took place on March 13 last, at the age of 59, of Mr. Ivor M. Howell, Clerk-Accountant to the Mid-Glamorgan Water Board since its inception in 1921. He was a very keen Nalgoite and had been chairman of the Bridgend Branch for several years.

* * *

Mr. A. R. Goldthrop, B.Sc., Assoc.M.Inst.C.E., Deputy Engineer and Surveyor to the Mitcham Urban District Council, has recently been appointed Deputy Engineer and Surveyor to the Mildens and Coombe Urban District Council, for promotion to Engineer and Surveyor in January next. He held previous appointments at Keighley, Halifax, Hastings, and Folkestone.

OFFICERS AND THE PUBLIC

(Continued from page 489)

has been at least one occasion when an unfortunate slip gave rise to the opinion that the duties of one officer were extolled to the disadvantage of others. That was unfortunate, and not done with the knowledge of the Association, although it was the Association's responsibility.

It only remains to be repeated—if that should be necessary—that N.A.L.G.O. does not distinguish between the relative values or positions of local government officers. That assurance is wholehearted and genuine, and no one in close touch with the work of the National Executive Council would ever doubt it. This work, as Lord Haldane said of life in general, dedicated to the "noblest quests, is not to be judged by apparent failure to reach some fixed and rigid goal, but rather by the quality of its striving." We believe that will be the ultimate verdict of all.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: November, 43; December, 43; January, 42; February, 41; March, 40; April, 39. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	FEB.	MAR.	APR.
Food	22	20	18
Rent	56	56	56
Clothing	85	85	85
Fuel and Light	75	75	75
Other Items	75	75	75

SALARIES AND SERVICE CONDITIONS

(Continued from page 488)

Successful representations have been made by the Association's solicitors to the Preston Rural District Council on behalf of Mr. J. J. Sandham, assist. rating and valuation officer. Compensation under the Rating and Valuation Act, 1925, was granted to Mr. Sandham by resolution of the Council dated April 19, 1932, but the Council attempted afterwards to rescind this decision. They have now agreed to grant Mr. Sandham compensation at the rate of £89 1s. 6d. p.a.

During January, 1934, a tramway disaster occurred in Liverpool, as a result of which a Committee of Inquiry was set up. Some of the members of the Liverpool Branch were required to give evidence at the inquiry: a local solicitor was engaged to watch their interests.

"AS A RESULT OF THAT VALUATION REPORT THE ADDITIONAL BENEFITS OF 6,250,000 INSURED PERSONS WERE REDUCED AND THE ADDITIONAL BENEFITS OF NO LESS THAN 4,250,000 INSURED PERSONS CEASED ALTOGETHER."

MINISTER OF HEALTH
HOUSE OF COMMONS 10th NOV. 1933.

NOT A SINGLE APPLICANT TO NALGO APPROVED SOCIETY WAS REFUSED OR RECEIVED REDUCED ADDITIONAL BENEFIT THROUGH LACK OF FUNDS DURING THE PAST YEAR

DENTAL
OPTICAL

CONVALESCENT HOMES
HOSPITALS

SURGICAL APPLIANCES
CONVALESCENCE IN THE SOCIETY'S OWN CONVALESCENT HOME

"NALGO HOUSE," MATLOCK

WANT AND DISTRESS

APPLICATION FORM AND PARTICULARS OBTAINABLE FROM YOUR BRANCH LOCAL CORRESPONDENT OR—
THE SECRETARY,

NALGO APPROVED SOCIETY

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

AT RANDOM

By "HYPERION"

Possible Developments in Radio

I HAVE been reading Christopher Stone's autobiography, "Christopher Stone Speaking." Mr. Stone has some interesting views on the tremendous influence which wireless can exercise on public opinion and also on possible future developments of radio television.

"Has it ever occurred to you," he says, "that Commander Stephen King-Hall, with his 'Here and There' summaries of the week's news on Fridays, and all his other broadcasts, is having a far more important and personal influence over the shaping of the next generation than the headmasters of Eton, Winchester, and Harrow put together? Or that Vernon Bartlett's wisdom and opinions are having more widespread an influence on public political opinion than Gladstone ever wielded; and that S. P. B. Mais is more powerful in a few months to rouse public opinion about the unemployed than Wilberforce was to rouse it about slavery in a lifetime?"

Then, this is his suggestion about extending the activities of the British Museum—

"In addition to the library of books that the British Museum already has containing the wisdom and history of the past, why should it not have a vast library of spools containing all the history of the days, told by the protagonists in their speeches and the historians in their reviews of events; the science, the philosophy, the gossip and memoirs; the whole range of classical and modern music authoritatively recorded and indexed; the dialects and languages of the whole world; the poets sputtering their poems, the composers conducting their own works, the comedians in their acts, the actors in their plays?"

And as to the future development of radio:—

"Consider the situation when we have only to press a button in the wall in order to get any one of a dozen programmes constantly on tap, with or without television—symphony concert, education, restaurant music, news, music hall, story-telling, children's hour, chamber music, sport, drama, opera, 'people in the news,' and so on."

This may seem, perhaps, a little fantastic at the moment, but it is certainly not more fantastic than were the prophecies of Edward Bellamy in "Looking Backward," when it was published in 1888.

* * *

From the Official's Letter-Bag

"Quidquid agunt homines, nostri farrago libelli ext."

"In reply to your inquiry, I was married last week. I am sorry I made this error."

* * *

"I thank you for the inconvenience I have caused you!"

"Dear Sir,

I am going to put in a manhole, and I will call in and see you to see how the drains run. I am a Great Believer in manholes."

Yours faithfully,

(Readers are invited to send bona fide extracts from letters for this column.—Send on a post-card to "Hyperion" c/o The Editor, L.G.S.).

* * *

The Funny Side of Egyptology

I read an amusing story by the late Arthur Weigall in an article with the above title in a recent number of *John O' London's Weekly*. Here it is:

"Here is a tale told to me years ago by the late Professor Sir Gaston Maspero, which everybody will agree is funny. The absurd incident occurred at the Louvre in Paris, I think; and I still recall how Maspero's rotund figure shook with laughter as he related the story.

"He and Professor Naville, another celebrated Egyptologist, were standing at the top of

a flight of steps to receive the ex-Empress Eugenie, who was coming up to see some recently discovered antiquities stored in an upper room. Naville, who was in those days a very shy and nervous young man, happened to be standing with his back to a wall whereon were hung a row of buckets full of water to be used in case of fire, each bucket hanging free on a projecting hook; as he bowed and stepped back before the ascending Empress his shoulders touched one of the firepails, and tipped it slightly.

Maspero saw what was going to happen, and held his breath. Naville was wearing a stiff collar several sizes too large for him, and when he bowed once more, about half a pint of water was tipped down the back of his neck; but he was too shy to reveal his predicament, and except for an involuntary shudder and a slight chattering of his teeth, continued his dutiful salutations, with the result that another half-pint quickly followed the first. "And, you know," said Maspero to me, "the Empress never knew why it was that a little torrent of water issued from the ends of Naville's trousers and flowed down the steps towards her. She just raised her eyebrows and murmured 'Mon Dieu' under her breath: that was all."

* * *

Plus ça change, plus c'est la même chose

If you were not given any clue as to the period of the following quotations, at what date would you place them? Most of them have, I think, an extraordinarily modern flavour, although all of them are in fact taken from a book written between 1780 and 1790. The book is *Mercier's Le Tableau de Paris* which Helen Simpson has translated under the title of *The Waiting City*.

It is an extremely interesting book and has chapters dealing with subjects as diverse as riots, spies, markets, doctors, cows, street singers, bankers, mushrooms, lampoons, hawkers and running footmen.

Here are the extracts to which I refer. One is about street accidents, another on doctors and the third on marriage. Any of them, I think, might have been thought to be extracts from letters to yesterday's *Daily Telegraph*.

(1) "What use is it to talk of law, when the most necessary of laws, and the easiest to enforce, lags behind the circumstances which imperiously demand it? These vehicles kill a couple of hundred innocents, and our lawyers are too busy devising new taxation to deal with the few young fools who are responsible. Personal safety is as precious to a man as his political freedom. What use is our imposing judiciary if it must stand by, a mere ornament of State, while the gutters of the capital run with citizens' blood, and sheer unthinking butchery dishonours the kingdom's proudest city?"

(This might well be from a pamphlet issued by the National "Safety First" Association!)

(2) "The doctors have, as it were, each his own parish among the sick of the city. One makes a diagnosis which is fantastically wrong; a colleague is called in, who, lest another time the mistake should be his own, sustains the first in error. The decision is one of life or death; no matter, *esprit de corps* must come first, the original imbecility is hushed up, justified even; and the victim dies with ten of the Faculty round him, each knowing that a certain course of treatment might save him, but precluded by etiquette from saying so."

(3) "And the result of all this? The middle class, those with sufficient incomes, who either marry late or not at all, have hardly any children; the poor marry early and rashly and have children in dozens; so that money tends to become concentrated more and more in the hands of a few, while the largest class, and that which has most need of money, gets least."

MOVEMENTS OF MEMBERS

J. W. Turner, Borough Engineer's Department, Walthamstow, to Chief Engineering Assistant, Chingford.

H. L. Kerr, Darlington, to Surveyor, Dartford U.D.C.

K. C. E. Holmes, Hampshire, to Winchester City.

A. Nichols, West Riding, to Education Department, Gosport.

A. R. Herbert, Smethwick, to Deputy Clerk to the Council, Chertsey U.D.C.

L. A. Burgess, Cardiff, to Deputy Librarian, Southampton.

A. Handy, Guildford, to Chief Superintendent of Parks, Enfield U.D.C.

A. E. Watkins, Oxford, to Engineer, Bognor Regis.

A. R. Marshall, Folkestone, to Parks Superintendent, Colchester.

J. Beaumont, Doncaster, to Accountancy Assistant, Aylesbury.

F. T. Beaumont, Bicester, to Clerk to the Council, Sandbach U.D.C.

J. Challinor, Birkenhead, to Secretary, Northern Counties Association for Blind.

T. Freeman, Bedford C., to Law Clerk, Wallasey.

T. Ross, South Shields, to Clerk in Magistrates' Clerk's Department, Blackpool.

L. S. Cross, Westminster, to Oldham.

J. Beaumont, Doncaster, to Accountancy Assistant, Aylesbury Borough Council.

J. W. F. Coe, Dewsbury, to Committee and General Clerk, Worthing Borough Council.

G. A. Blakeley, Wakefield, to Assistant Solicitor, Twickenham Council.

Mt. and Mrs. H. Durdy, Northumberland Branch, to Master and Matron under Cheshire County Council.

W. Gilchrist, Batley, to Sanitary Inspector, Birmingham.

A. E. Gilfillan, Barnsley, to Deputy Town Clerk, Middlesbrough.

H. L. Green, Northumberland Branch, to Master under Derby C.B. Council.

H. S. Magnay, Newcastle, to Director of Education, Barnsley.

S. Marshall, Doncaster, to Second-class Clerk, Borough Treasurer's Department, Southend-on-Sea.

D. B. Mills, Sunderland, to Junior Architectural Assistant, Tynemouth.

W. L. Monks, Darlington, to Assistant Sanitary Inspector, Northampton C.B. Council.

Miss M. Raine, South Shields, to Sister under Stoke-on-Trent Council.

Nurse M. E. Sanderson, West Riding Branch, to Inspectress, Staffordshire Council.

Miss M. A. Sykes, West Riding Branch, to an appointment under the Wakefield Council.

Mr. T. Freeman, Bedford C.C., to Law Clerk, Wallasey C.B.

Mr. J. W. Turner, Walthamstow, to Chief Engineering Assistant, Chingford.

Miss M. Beesly, Norwich, to Rent Collector and Inspector, Lincoln.

Mr. J. Douglas Dant, Fulham, to Sanitary Inspector and Building Inspector, Cranbrook, Kent.

Miss M. Millburn, Dagenham, to Health Visitor, Fulham.

Mr. H. V. Bonny, Dagenham, to Library Assistant, Middlesex.

Mr. R. W. Wigmore, Barking, to Assistant County Health Inspector, Essex C.C.

Mr. F. W. Beeton, Cambridge C.C., to Assistant Inspector of Licences, Surrey C.C.

A most enjoyable time was spent on the occasion of the second annual ball, in connection with Bilton Branch. Among those present were the Mayor and Mayoress and other members of the Council. Mr. C. R. Lawley, honorary secretary, was responsible for the arrangements.

Man. Director:
E. MORGAN



39 Farringdon
Road, Holborn,
E.C.1

(½-min. Farringdon
Street Met. Rly.)

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HOLBORN 2817



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Members can also obtain these facilities through the Woolwich Area Shopping Scheme. Secretary, Mr. H. Hall, 150 Brewer Street, Woolwich, S.E.18. The Kidbrooke Civil Service Shopping Scheme. The Secretary, Lee Green, S.E.19. And the Hounslow Area Civil Service Shopping Scheme. The Secretary, Mr. Phillips, 157 High Street, Hounslow, Middx.

A CORDIAL INVITATION IS EXTENDED TO MEMBERS OF N.A.L.G.O.

To participate in the economy offered by the Civil Service Tailoring scheme, sponsored by Civil Servants, and Officially adopted by the Civil Service Organisation

QUITE 33½% SAVING ON YOUR TAILORING BILLS

PRICES TO MEMBERS OF N.A.L.G.O.

Materials supplied at Ex-Mill Prices

Best Quality Suitings and Overcoatings (Latest Designs)

Tweeds from 5/6 per yd. Worsteds from 6/- per yd.
3¼ yards Average Required

Costume Materials - from 7/6 per yard
Ladies' Coat Materials from 4/6 per yard

3 yards average for Ladies. O.S. 3½ yards

CUT, MAKE & TRIM (Hand-Tailored, Art Silk Lined)

Overcoats - - - 35/- Ladies' Costumes 42/-
Suits - - - 37/6 Ladies' Coats - 37/6

Also own materials made up at above prices

EXTENDED CREDIT GIVEN

for a period of 2 years (monthly payments),
at slightly above cash prices quoted.

AN EXAMPLE OF THE SAVING EFFECTED:-

By working on a cloth at 10/9 per yard, the total cost comes out at 72/6; this production is equal in every respect to suits which could not cost less than 105/- in the retail shops.

CREDIT TERMS OF EXAMPLE:

Total Payment 90/-. Payable 5/- monthly
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HOSIERY, BOOTS, HATS, TRUNKS, RAINCOATS, etc., also supplied on EASY PAYMENT TERMS

Full Particulars, Self-Measurement Forms and Patterns on Request

THE CIVIL SERVANTS' TAILORING GUILD

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WHY IT COSTS LESS to buy a good Watch at BENSON'S

THESE handsome solid gold watches are finer watches than are usually offered at such prices. The gold cases are solid and of good English make. The lever movements are fully jewelled. The mechanism is strong and accurate—so accurate that Benson's are able to issue their written guarantee with every one of these watches sold. Benson's can offer these watches at the low prices quoted because they are watch specialists—one of the largest in Europe. No house is better qualified to give high value. Benson's world-wide trade in watches means a large turnover, with all its attendant advantages.

A FIRST PAYMENT of a few shillings with order will make you the owner of either watch without delay. The balance of the cash price can be paid in easily met monthly sums.

DO NOT HESITATE to take advantage of Benson's monthly payment terms, for they involve no extras or interest. Benson's finance all such transactions themselves and can thus offer you keen cash value on credit terms. Post coupon for free illustrated Catalogues and special order forms.

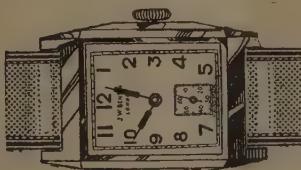
TWO SPECIAL OFFERS ON REDUCED TERMS

5/- WITH ORDER makes you the owner of the Solid 9 ct. Gold New "Signal" Watch. 14 monthly sums of 10/- and a final sum of 2/- complete payment of the cash price of only £7 7s.



Benson's Solid 9-ct. Gold New "Signal" Watch—£7 7s.

6/- WITH ORDER makes you the owner of this Solid 9-ct. Gold Watch on crocodile, suede, or pigskin strap, with gold buckle. 12 monthly sums of 10/- complete payment of the cash price of only £6 6s. (No. 8326B) Solid Silver Model, £3 15s., or 5/- down and 5/- monthly.



Solid 9-ct. Gold or Silver Wrist Watch No. 8326B.

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You may purchase any of Benson's wrist or pocket watches, chains, rings, clocks, jewellery, silver, cutlery, plate, filled dressing cases, etc., on easy monthly terms at cash prices. Post the coupon.

SPECIAL DISCOUNT

Write for details of Special Discount offered to ac. retd. Local Government Officials.

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A—Pocket Watches, Chains, etc. B—Wrist Watches. C—Rings and Jewellery.
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(Please cross out those not required.)

Name.....

Address.....

Date..... L.G.S. May.

NALGO SPORT

"Municipal Journal" Challenge Bowl

The annual thirty-six-hole competition of the Metropolitan District Golf Section for the *Municipal Journal* Challenge Bowl was held on the course of the Sudbury Club, Wembley, on Wednesday, April 11. Forty-two competitors, representing twenty-one branches, took part in the competition.

Mr. S. Lord (Acton), the holder, was again the winner, with the excellent net score of 73, 77—150, and the runner-up was Mr. W. Nelson (Croydon), 81, 74—155.

The bogey for the course was 74 and the following were the leading scores:—

Name	Branch	Net Score of 36 Holes
S. Lord	Acton	150
W. Nelson	Croydon	155
Dr. J. Young	Teddington	156
K. Cook	Twickenham	156
S. F. Lewis	Willesden	156
A. W. Forsdike	Kingston	158
G. C. A. Bryan	Kingston	158
C. B. Kirby	Mitcham	158
M. Moar	West Ham	159
A. Birch	Stepney	160
W. T. Griffiths	Southwark	160
W. E. Lloyd	Hampstead	161
C. W. Strutt	Hounslow	161
T. J. Beesley	Croydon	162

The day chosen proved to be a fine one and the arrangements for the competition and the comfort of the members were alike excellent.

After the competition, Mr. Lord, on receiving the Challenge Bowl, expressed his pleasure at winning this for the second year in succession, and called for a vote of thanks for Mr. Nelson in appreciation of the detailed and careful arrangements he had made for the competition. This was carried unanimously.

Mr. Nelson, in reply, said that it had given him very much pleasure to make the arrangements for the competition, which had been so well responded to, and by the expressive vote evidently appreciated, but at the same time he felt sure that there were many more members of N.A.L.G.O. in the Metropolitan District who could have taken part in the competition.

The attendance of Mr. Hill, General Secretary; Mr. Lord, ex-President; and Mr. Lloyd, Honorary Treasurer, gave great satisfaction to the competitors.

Kidderminster

The Kidderminster N.A.L.G.O. Football Club, which is in its first season of the game, has an excellent record. Out of 14 matches played, 8 have been won, 2 drawn, and only 4 lost: Goals scored numbered 42 for the club and 40 against. The team has been strongest in the defence, in which Hayes and Richens are outstanding. The goal-scorers were: G. J. Brooks (11), E. C. T. Stratford (5), S. D. Fletcher (5), A. E. Duggan (5), K. R. Hunt (4), J. R. Harris (3), and A. J. Richens, G. C. Davies, C. Hayes, and F. C. Gibbs (1).

Inter-District Football

Teams representing the Yorkshire and North Western Districts engaged in a friendly football match on the Tramways Sports Ground, Meadow Head, Sheffield, on April 14. An interesting match resulted in a victory for the North Western team by two goals to nil. After the close of the match the teams and officials were entertained to tea at the Norton Hotel by the Yorkshire District Committee, and a hearty welcome was extended to the visitors by Mr. W. W. Armitage. Mr. W. H. Whinnerah returned thanks on behalf of the visitors.

The fifteenth annual dance held by Stoke-on-Trent Branch, in aid of the Benevolent and Orphan Fund, was again a striking success. A very successful fancy dress carnival dance was held at the Turnhurst Road Institution, as a result of which a cheque for £25 has been forwarded for the Benevolent and Orphan Fund.

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"S.S. CIVIC SAUCE"

MANCHESTER MUNICIPAL PLAYERS' SUCCESS

THE Manchester Municipal Players, representing the Manchester Branch of N.A.L.G.O., achieved a notable success on their own account, provided five nights' enjoyable entertainment to local members and their friends, and rendered financial aid to the B. and O. fund by their presentation of *S.S. Civic*

for the book with John R. Harrison, was entirely responsible for the production, and who contributed the words and music of no less than six of the musical numbers. Of the latter, "Let's have a Song about the Sailors," a rollicking chorus song, and "Thrills," a clever duet, were perhaps the



A scene from "S.S. Civic Sauce"

Sauce at the Lesser Free Trade Hall on February 6-10.

Manchester has in the last four years enjoyed splendid performances by these clever and enthusiastic amateurs who are all in the municipal service. Starting with *Municipal Melange* in 1930, a series of highly entertaining revues has been staged each year, and each production has revealed a steady progression. Scoring copies of other people's productions, the company has gone out boldly for originality and its achievements are a tribute to enterprise and much ability.

Previous to the latest production the tendency has been towards revue, but this year a more conventional musical-comedy theme was chosen, with a cruise as the "motif," the scenes being linked together by a thin story in the approved musical-comedy manner. The book, the scenes, many of the songs, the arrangement of the dances, the costumes, were all done by members of the company and if some of the tunes were "reminiscent," they were all thoroughly enjoyed. Some of the songs "got over" splendidly and the catchy tunes, bright scenes and broad comedy appealed immensely to crowded audiences.

It would be impracticable in the limited space available to do justice to all who contributed to the success of the show, but it is necessary that just tribute should be paid to Stanley Harrower, who was jointly responsible

best. Long may he continue the good work!

The orchestra, under the able direction of Mr. S. R. Owen, Musical Director of the Manchester City Police Band, added greatly to the distinction of the performance. No musical-comedy company was ever better supported.

Of the players brief mention can only be made of a few—D. W. Kennedy, who supplied that all-important element, the low comedy, in brilliant style; Charles Hansom, who aided and abetted him efficiently; Mae Perkin and Arthur James, who provided clever and entertaining comedy duets; Howard Bloor, who danced well and contributed several "snappy" numbers; and Norah Byrne, who gave two solo dances wonderfully well and also arranged the other dances.

The scenery, by Mr. F. Bradley, was in keeping with the spirit of the show—bright and colourful. On a stage of too-small proportions, with all sorts of difficulties, the whole company, by admirable team work, achieved a production which enhanced the reputation of the "Municipal Players." Messrs. A. V. Hirst and Norris Hurd, who conducted the business side of the production, are also to be congratulated on the success attained which involved much hard work and sacrifice on their part.

E. H. M.

Mr. G. Melvin, presiding at the annual dinner of the Bridlington Branch, reminded the company that the appointment which he held—namely, that of Town Clerk—was referred to in the Bible as the Clerk of Ephesus, and he thought that the statement of the Clerk of Ephesus—"Do nothing rash"—could not be better followed than by every member of the local government service. The Mayor and Mayoress (Alderman and Mrs. J. Byass) were present. Mr. C. J. Wilkinson, Borough Accountant, proposed the toast of "The President" (Mr. Melvin).

NEWS FROM THE BRANCHES

DISCUSSIONS ON SERVICE TOPICS: THE NEED FOR WHITLEY COUNCILS: SOCIAL AND EDUCATIONAL ACTIVITIES

Sunderland

Referring to attempts which had been made to set up a Whitley Council comprising the cities and county boroughs in Northumberland and Durham, the annual report of the Executive Committee of the Sunderland Branch in the North-Eastern District area states that the question of Whitley Councils is a very important one. The need for Whitley Councils is as great for the administrative, technical, professional and clerical staffs in the Local Government Service as in any other section of the public service, or in private industry. The work is national in character and pay and conditions should be mutually arranged by collective bargaining.

Isle of Wight

The annual dinner and dance of the Isle of Wight Branch was held at Newport. The company numbered over seventy, including Mr. Frank Thomas, the divisional secretary for the Southern Area. After the dinner, Mr. Thomas was asked by the president (Mr. T. Ross Pratt, Town Clerk of Newport) to address the members on the subject of N.A.L.G.O. This is the first annual dinner organised by this old-established branch, which has recently been revived, and is now making rapid progress, membership having been doubled during the last six months.

Bolton and District

Among the satisfactory features of the Bolton and District Branch's annual report was the support given to the N.A.L.G.O. Building Society. At December 31, 1932, only three branches throughout the country had a greater number of members, and during 1933 the membership had increased in such measure as to be about 100 per cent. greater. General progress in other activities of the Association was also reported. There was an increase in subscribed membership of the branch of 65 (661 compared with 596).

West Middlesex

West Middlesex Branch held its fourth annual dinner and dance at the Chequers Hotel, Uxbridge, on Saturday, March 10, when there was an attendance of about one hundred, including members of the three Urban District Councils covered by the branch. The toast of "Local Government" was proposed by Mr. W. Percy Fox, organising secretary of N.A.L.G.O., and was responded to by Major E. W. C. Flavel, M.C., J.P., Chairman of the Uxbridge U.D.C., and Mr. H. Hubert Thorn, J.P., Vice-Chairman of the Hayes and West Drayton U.D.C. Mr. E. G. Hartley, J.P., Chairman of the Hayes and Harlington U.D.C., proposed the toast of "The President," Mr. J. Poole, Clerk and Solicitor to the Uxbridge U.D.C. Mr. Poole, in the course of his reply, dealt very humorously with sundry topics of local interest.

Walsall

The fourth annual dinner of Walsall Branch was perhaps the more enjoyable because the Council had abolished the "cuts" in the officers' salaries three days before. The Mayor of Walsall (Councillor S. E. Edge), in responding to the toast of the borough, proposed by Dr. Wotherspoon, said, "You came along and accepted the cuts voluntarily in the time of need, and now the Council have restored the cuts voluntarily and I am very glad they have done so."

Alderman Ingram felt there was being shaken off that feeling of pessimism which compelled them to study the interests of the ratepayers and the Town Council at the cost of sacrifices, and if trade generally improved as was anticipated, he did not think there would be any necessity for the Council to suggest to N.A.L.G.O. that further sacrifices should be made. The toast of "N.A.L.G.O." was coupled with the name of Mr. L. Hill, the General Secretary, to whose work Alderman Ingram paid a high tribute. There were, he said, many people who disliked bureaucracy, but even among those the Association commanded respect because of the reasonable view of the problem taken by Mr. Hill, who had proved himself a great leader of the movement. It was a great achievement on Mr. Hill's part to reduce to a minimum the friction between those who paid the bill and those who so worthily served them.

Mr. Hill said many people seemed to forget that local government officers were human beings, and therefore responded to encouragement. The tributes paid to them that night, he had no doubt, would be more valued even than if they had been expressed in monetary terms.

Luton and District

The following events have taken place in connection with an ambitious programme arranged by the branch:—

February 15, 1934.—Lecture, "Tacitus and The Downs of Luton," lecturer Mr. W. Mymins.

February 23, 1934.—Lecture, "The Organised Community 5,000 Years Ago and Now," lecturer Rev. R. K. Spedding, M.A.

March 20 and 21, 1934.—Informal lecture, discussion, and demonstration of wireless apparatus (both old and new).

A visit was also recently undertaken to the borough electricity undertaking, when the machinery was explained to the members present.

Northampton

The annual dinner of the Northampton Town and County Branch was presided over by Mr. J. F. Cameron (President), Transport

Manager. Others present included Mr. C. G. Brown (President of N.A.L.G.O.), the Mayor and Mayoress of Northampton, Brig.-General A. F. H. Ferguson, Mr. W. R. Kew (Town Clerk) and Mr. H. S. Martin (Clerk of the County Council). An important matter affecting local government officers generally was discussed by Councillor Jackson in proposing the toast of "N.A.L.G.O." Councillor Jackson said that one of the highest and chief duties of an authority was the selection and appointment of its officials, the real quality and ability of the candidate being the chief thing.

If the private employer were not satisfied with the services of any member of his staff, he had a short, direct and private way of dealing with it, but if members of a public authority realised that any one of their staff was not performing that duty with diligence and to their full satisfaction, their position was rather difficult. They began to criticise him and that criticism did not always take a proper form. Councillor Jackson did not think speeches should be made or any question asked at any public meeting which would reflect on an official until it was brought before the responsible committee and the facts truly known. If they asked a question with a hint of suspicion in it, even if the answer completely replied to it, this gave to the minds of some people the notion that there was something behind it. Officials were in the unfortunate position that they could not answer for themselves.

Barry

Mr. W. M. Harris (president) presided at the annual dinner of Barry Branch, which proved a popular event and was well attended. Tokens of esteem and goodwill in the form of presentations were made to former colleagues, namely, Messrs. W. J. Knight, George Meikle, and J. H. Dalton. In presenting Mr. W. J. Knight with a gold watch, Mr. E. L. Pritchard (Accountant to the Council) congratulated the recipient on his thirty-seven years' service. Messrs. George Meikle and J. H. Dalton were unable to be present owing to ill-health. Further toasts were "Old Friends," proposed by Mr. T. D. Howells (Clerk to the Council); and "Our President," by Dr. E. I. Davies (Deputy Medical Officer of Health). Musical items were by the "N.A.L.G.O. Companions."

Hereford County Council

Members of Hereford County Council Branch met under congenial surroundings on the occasion of their annual dinner. The president (Mr. R. J. Cross) presided, and there were also present the vice-president (Mr. C. Savidge), Dr. Maples, Messrs. R. G. Gurney, A. P. Whitehead, G. H. Phillips, J. F. Arnold, J. Li. Evans, the honorary secretary (Mr. H. Tedstone), and the honorary treasurer (Mr. H. P. Giles), together with a gathering of over seventy members, drawn from the county offices in Hereford and also from the various centres in other parts of the county. The dinner this year was of an informal nature. An enjoyable programme of music was provided.

Smethwick

The first dinner and dance of Smethwick Branch was a most successful function. Mr. J. H. Wright (President of the Branch) presided over a large attendance which included Mr. C. G. Brown (President of N.A.L.G.O.), the local Members of Parliament (Mr. A. Roy Wise, M.P., and Mr. R. H. Morgan, M.P.), representatives of the Council and the chief officers. In proposing the toast, "N.A.L.G.O.," Mr. F. Chapman (Town Clerk) said he thought the strength of the Association was in the fact that it had always cultivated the spirit of co-operation with the local authority.

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June 30	13	+Tangier, Malta, Naples & Gibraltar ...		
July 14	13	*Barcelona, Naples, Malta &c. ...		
July 28	13	*Barcelona, Naples, Malta &c. ...		
Aug. 11	13	*Monte Carlo, Naples, Tangier &c. ...		
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July 21	17	+Naples, Barcelona, Lisbon &c. ...	£16
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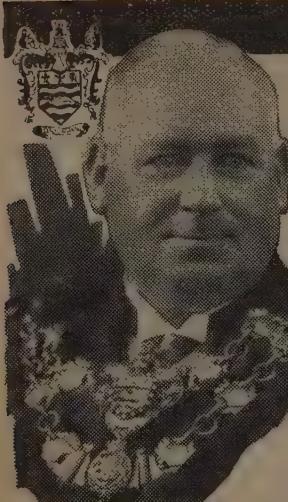
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BOOK REVIEWS

THE CINEMA AND THE PUBLIC

A book which has been the subject of much discussion is "The Cinema and the Public," by Walter Ashley, M.D. (Ivor Nicholson and Watson, Ltd.), 1s. net. In less than fifty pages, the author gives us the history of the British Film Society, its reception in Parliament, its aims, and his reasons for declaring that it is not capable of dealing with such an important branch of public work as the films.

The British Film Industry has applied to the Privy Council for a grant from the Cinematograph Fund. Mr. Ashley doubts whether, under its present restrictions, it has any claim on a Fund set up with public money. In the summer of 1932 a Commission on Educational and Cultural Films advocated the establishment of a "National Film Institute" and recommended that the State should appoint the Board of Governors, and make it in every possible way commercially disinterested. Although this Institute was approved by the public, it was opposed by nearly all the leaders of the film trade. In October, 1933, then, representatives of the Film and the same trade "Commission" set up and registered a "British Film Institute" which bears little resemblance to the National Film Institute—so restricted is its power—although people so often confuse the two.

Mr. Ashley points out that the object, in the first place, of creating a National Film Institute was to raise the character—artistic, moral, and entertainment—of the cinema, and this cannot be achieved unless the Society's freedom of censorship is, above all things, completely independent and "commercially disinterested." The fact that the British Film Institute is now to a large extent under the control of the cinema trade and is powerless to influence any films other than educational ones indicates that, as compared with its first aims, it is a dismal failure.

When we learn that the public pays £43,000,000 a year into the cinemas and realise what a tremendous influence films can have on the minds of the people, then the control of such a power becomes a serious matter. The British Film Institute should be of interest to everybody who is at all concerned with modern movements. Mr. Ashley, in cool, clear language, has given us a provocative book.—M. H.

HORSE NONSENSE

HORSE NONSENSE, by the Authors of "1066 and All That" (Methuen) 5s.

I cannot pay any higher tribute to this book than to say that it made me laugh heartily and continuously even when I was in the throes of a particularly grisly attack of 'flu (1934 brand). It would be untrue to say that I ached with laughter because I was aching all over from another cause before I began to read, so that it was impossible to distinguish between the laugh-a-che and the 'flu-a-che.

"Horse Nonsense" is quite the funniest and wittiest book I have read for a long time. When I knew that it was by the authors of "1066 and All That"—that uproarious satire upon textbook history—I expected to be amused, but in this new field of the horse-cult in present-day England, the authors have discovered, I think, an even better outlet for their satirical high spirits than in the more diffuse field of English history.

Starting from the premiss that to confess total ignorance about the horse is social suicide and that the Best People have always been obsequiously "horse-conscious," the authors proceed to inform the would-be aspirant to the Best Society everything that he should know from the names of the different parts of the horse's anatomy, the correct clothes to wear for riding and the different diseases which afflict the horse to the proper method of comporting one's self on the hunting field. The whole thing is done in a spirit of exquisite facetiousness.

The authors' conclusion is that it is far more important to be able to talk about horses than to ride them. A man should be able to "run

his eye knowingly over the noble animals and murmur 'A little long in the matlock, eh?' or 'A little wrong in the padlock, dontyerthink?'"

There are dozens of quotations which I should like to make if space permitted. Let this one suffice. It is from the chapter on "How to dress a Horse!"

"The treatment of the tail is also of great importance (especially in times of war). There is only one correct way of grooming the tail: the hair must be 'pulled' from underneath (see Art. XLVI Haig Convention). To pull a horse's tail, stand well to one side and make soothing cries such as 'gid-over-yold-buzzard!' Otherwise proceed as for plucking a fowl or wife's eyebrows."—C. K. W.

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The Oldham Branch has this year again made arrangements for a sea cruise. The s.s. *Modasa*, of the British India Line Fleet, has been secured—a magnificent modern vessel of 11,000 tons, first class throughout. Large, comfortably furnished cabins are situated on the boat, bridge, and upper decks, every one of which is an outside room. The vessel leaves London on Saturday, August 25, calling at Hamburg (about forty hours stay), with an additional British or Continental port (about thirty hours stay), terminating at Middlesbrough on Sunday, September 2—8 days (1,400 miles) for £8 8s., including third-class rail fare Oldham to Tilbury and Middlesbrough to Oldham. All inquiries to the honorary secretary, 153 London Road, Oldham.

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HEADQUARTERS AND BRANCHES

The following circulars have been remitted from headquarters to branches:

MARCH 31

Circular No. 30/Con./1934 (to conference representatives).

Enclosing preliminary agenda, annual report and other papers in connection with the Annual Conference and containing information regard thereto.

Circular No. 31/Con./1934.

Enclosing copies of preliminary agenda and annual report equal to branch representatives on district committee.

MARCH 27

Circular No. 32/1934 (to Logomia Correspondents).

Regarding a new scheme of "Optional insurance."

APRIL 12

Circular No. 33/Prov./1934 (to Provident Society Correspondents).

Enclosing copies of the Provident Society Annual General Meeting agenda and minutes of the 1933 Annual General Meeting.

APRIL 18

Circular No. 34/Bo./1934.

Regarding the B. & O. Fund Purse Session of the Annual Conference.

Circular No. 36/B.S./1934 (and Building Society Correspondents).

Regarding the progress of the Building Society and the institution of a scale of local correspondents' fees.

Circular No. 37/Ed./1934.

Regarding the results of the I.M.T. examinations and the Nalgo Correspondents' Institute's course of study in connection therewith.

Circular No. 38/Gen./1934.

Regarding the report of the "Hadlow Committee and enclosing a statement of the Association's policy thereon.

Circular No. 39/1934.

Regarding the formation of the Nalgo Motoring Association and enclosing an application form for membership thereof.

Circular No. 40/1934.

Regarding cruises, tours and the holiday centres at Cayton Bay and Croyde Bay.

Circular No. 41/Gen./1934.

Requesting that remittances for sales of B. & O. "Beano" be sent to Scarborough by April 30.

Circular No. 42/Gen./1934.

Enclosing copies of register of members No. 2.

REPRESENTATION ON N.E.C.

The membership of the Association on January 31 last, which formed the basis for the allocation of representation on the National Executive Council for 1934-35, was 74,619.

Under the rules minimum representation is given to the classes of officers mentioned below and the following is the number of members in those classes:

County Council and District Councils (Scotland)	• • • •	15,425
County Boroughs and Burghs	• •	35,765
Metropolitan Boroughs	• •	4,055
Boroughs	•	9,405
Urban and Rural District Councils	•	8,975
Dock, Harbour and River Conservancy Authorities	• • •	993
Total	• • •	74,619

The annual dinner and dance of the Scarborough Branch was held at the Grand Hotel. The president, Mr. S. Jones, Town Clerk, presided over a company of about 100. The chief guest of the evening was Mr. P. H. Harrold, Town Clerk of Hampstead, and the other guests included the Mayor and Mayoress (Councillor and Mrs. G. K. G. Pindar), Councillor F. C. Whittaker (chairman of the Finance Committee), Mrs. Whittaker, and Mrs. S. Jones.

BRIDGE FORUM

DISCARDING

By NEVILLE HOBSON

Here are a few useful "tips" as regards theensive play of a hand, which are sufficiently ample and straightforward to merit the consideration of all Bridge Players.

Games are frequently won by the Declarer—o, unlike his opponents, knows the 26 cards inst which he has to play—through an opportunity being missed by the opposition of ening up the most advisable suit.

The difference between obtaining 4 Hearts and 3 Hearts represents, at ordinary Bridge, a mover, one way or the other, of over 250 mts, and calls for every effort to save that al trick.

In the absence of some special reason, a player who cannot follow suit and is unable to imp will naturally wish to throw away his ist valuable card—generally from his weakest it. This comprises the old "Weakness card," which frequently results, however, the partner having to guess which of the her suits contains any strength—assuming, of curse, that the partner has, in fact, some useful gh cards.

It is clearly desirable, therefore, for the iscarder to be able to show which particular it he would like his partner to lead when the opportunity occurs, and such an understanding n frequently save a critical game.

Strength Discard

This convention (which is sometimes known the "Encouragement Discard") calls for the discarding of a 7 or higher to be made from y suit which it is desired to have led by one'sartner. It is realised that this may entail eakening a strong suit, and in certain cases it may be inadvisable to attempt it—in which case player would merely adopt the old Weakness iscard and hope for the best when his partner its in.

Echo "

This used to be an old Whist understanding nd is still used to some extent in Bridge. It consists of the play of first a higher and then a lower card in a particular suit.

This constitutes a signal that the particular uit should be led, but the objection in practice o this convention is that the player may only ave the opportunity of one discard at a vital point in the game. It is for this reason that the understanding that the first discard of a high card (seven or above) means "Lead this suit at the first opportunity" has much to commend t—with the added advantages that it is simple in operation and is more liable to arrest the attention than to have to observe two discards.

Conventions

It is realised that those who object to Conventions may be opposed to an understanding of this kind, but the Writer feels that—having regard to its associations with Whist and to its simplicity—it is not so artificial or extravagant as to merit rejection, and there is no doubt that it is often extremely useful in defensive play.

Warnings

Two brief warnings in regard to Discarding generally are necessary, namely: (a) always keep one of a suit if possible, as it tells the Declarer too much if you do not play to a lead—particularly if second player and a finesse was being contemplated; (b) never give the Declarer a Discard in one hand and a Ruff in the other—if it can possibly be avoided.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

THE speech delivered by the Minister of Health on April 12 last in moving the second reading of the Water Supplies (Exceptional Shortage Orders) Bill may have given food for reflection to some gardeners, amateur and professional, concerning the selection of plants for the coming summer. They may have asked themselves whether it is not worth while to let the choice turn to some extent on the drought-resisting powers of the various plants available. For my own part, I have a clear opinion on the matter, and as far as certain small extensions to my rock beds are concerned, I intend to make greater use than I might otherwise have done of Sun Roses (Helianthemums) and Stonecrops (Sedums). Both of these genera stood up well to drought conditions last year and may be relied upon to do so again.

Where there are fairly large spaces to be filled on rockeries for an effective summer display nothing better than Sun Roses could be chosen. They are procurable at almost any time in small pots from nurserymen at quite small cost, they will thrive in any fairly fertile garden soil, and in due time they become covered with brilliant flowers of various telling shades. The singles do not last in flower so long as the doubles, but if cut back after flowering will give a second crop of bloom should we be favoured by late summer rains. There is no need to bother about species, because the varieties of *vulgare* in separate colours answer every purpose. I would plant a little closer than usual, say 18 in., in anticipation of watering being impracticable, and would place manure round them if available.

For smaller areas in rock beds Stonecrops are invaluable, especially if the soil is lacking in humus but contains plenty of lime, which they love. The old yellow species acre with its white and other varieties will do good service; while others well worth adding are the blue caeruleum, the pale pink Lydium, the golden Middendorfianum, and the pink trailer Sieboldii. There are a good many others.

Echeverias are small, low, plate-like plants with rosettes of succulent leaves, and throw up in summer slender spikes of brilliant flowers. They are drought-resisters and lime-lovers, like the Sedums. In the old days of carpet-bedding they were used much more than they are at the present time, but even so it is not uncommon to see the edges of a bed the soil of which has been raised well above lawn-level by deep tillage, manuring and possible additions, sloped off and the surfaces set with Echeverias. Perhaps the most popular are those with glaucous or silvery leaves, such as glauca, retusa glauca and secunda glauca. They are set fairly close together and in due time grow into a silvery mass with scores or even hundreds of pretty spikes rising above them.

Of bedding plants proper, Antirrhinums are as well able to look after themselves under drought conditions as anything else. I felt reluctantly compelled to sound a note of warning about them in a previous issue, because of the danger of disease, but although none of us will fill all our beds with Snapdragons while the dreaded fungus pest continues to hang over us, we shall certainly not do without them altogether.

As between Begonias and zonal "Geraniums" for beds this year I would lean to the latter, consequent on their superior power of holding-on in dry weather when watering cannot be done. Collections of Zonals were made a special feature of some of the public beds at Folkestone last year, and it was impressive to see how beautiful they were week after week and month after month during last summer's drought. June will be early enough for planting

and I will name some varieties in my next notes.

In the ordinary way considerable plantings of Pansies and florists' Violas are made in the early part of May, but let amateurs remember that these are not drought plants; on the contrary, they generally need a good deal of watering and mulching. They are not, therefore, "emergency" plants like some of the foregoing.

An addition to the succulent plants (Sedums and Echeverias) already mentioned may be found in the Mesembryanthemums. The species with sparkling and glittering leaves commonly called the "Ice Plant" is crystal-linum, but for general garden purposes cordifolium variegatum, a trailer, is more useful.

Amongst annuals, Stocks stand up to drought very well and there is still time to make sowings, while if there are boxes of healthy young seedlings coming on from the sowings recommended awhile back so much the better.

Those cousins of Marigolds, Calendulas Radio, Golden Beam, etc., have made immense strides in popularity during recent years and are admittedly valuable, but they will not go on all through the summer in a dry season without watering.

In making the foregoing remarks about possible drought conditions I am not overlooking the fact that we may yet have a wet summer; but I am fortified by the knowledge that all the plants named as drought-resisters are really well worth growing on their merits; moreover, they will not sulk if a rainy summer should come.

Water-scarcity will be severely felt by florists who hold large stocks of young plants in pots and boxes for sale in May and June, because these must necessarily be watered.

It would be true kindness if planters whose local water supplies are ample would buy rather earlier than usual, as it would lessen the burden of anxiety resting on the shoulders of the dealers, without, perhaps, imposing a heavy one on the buyers.

It is common in many districts to sow certain biennials and perennials outside in late spring and early summer; so let me give a reminder of the claims of Wallflowers, Canterbury Bells, Catmint (*Nepeta Mussini*), Columbines, Fox-gloves, Siberian Wallflower (*Cheiranthus Allionii*), Brompton Stocks, double giant Daisies, Delphiniums, Lupins, *Carnations, Gaillardias, Geums, Hollyhocks, Forget-me-nots, Poppies (Sunbeam, Iceland and Oriental), *East Lothian Stocks, *Pansies and Sweet Williams. July will be early enough for those marked * and if there is frame room for them all the better.

Despite the drawbacks of tuberous Begonias as dry-weather plants, I hope all my readers have a box or two of tubers coming on. It is undeniably an advantage to give the plants separate pots when they have made a good start in boxes, as they then make extra-strong stuff, but of course the need for regular watering is increased. Each grower must act according to his particular circumstances. An alternative is available in the form of earlier planting-out than usual, and this may be considered if the site of the bed is sheltered from strong cold winds, but not otherwise.

Gladioli under similar treatment to Begonias in boxes may be planted out with less fear of injury, because the foliage is much less susceptible to cold blasts.

It is generally wise to take the first steps towards staking and tying hardy herbaceous plants in May, as it gets the plants under early control and consideration of the matter may lead at least to the timely provision of stakes and tarred twine, the presence of which in store will serve as daily reminders. Pyrethrums, as

(Continued on page 504, col. 3)

WHAT RATEPAYERS WANT FOR THEIR MONEY

RECENTLY an advertisement appeared for the appointment of a clerk, accountant, and rating and valuation officer to an urban district council. In the list of instructions and conditions it was stated that there was no superannuation scheme in force and there were no perquisites attached to the office (apart from election fees, triennially); that all fees and emoluments of any kind must be paid over to the council (except election fees); that the person appointed would be required to devote his whole time to the duties of the office and to reside in the urban district; that office accommodation would be furnished, but the person appointed must provide any assistance required; and that he would be required to carry out the following duties:—

(a) As CLERK.

1. To conduct the Council's correspondence, prepare contracts and other documents as required, including those in connection with the raising of loans. To attend to the proper filing of correspondence, and the keeping of registers (mortgages, land charges, etc.).
2. To attend all meetings of the Council and Committees (Housing and General Purposes, Highways and Lighting, Public Health, and Finance), and advise the Council or Committee in relation to any matter connected with local government administration. To record minutes of proceedings at each meeting.
3. To summon as directed all meetings of the Council and Committees, prepare

agendas for meetings of the Council and circulate notices thereof, together with reports of Committees (duplicated by hand roller process) to each member of the Council (12), the press, etc., at least twenty-four hours before each meeting.

4. To carry out all the duties prescribed by the Public Health Acts, Local Government Acts, and any other Acts of Parliament, rules and orders, to be performed by the Clerk to the Council.
5. To prepare for and to attend, on behalf of the Council, any Inquiry held by the Ministry of Health or any other Government department, or the County Council.
6. To act as Returning Officer, and as Regt. of Loc. Land Charges.
7. To be responsible for the safe custody of all the deeds and documents of the Council.

(b) As ACCOUNTANT.

8. To keep the books and accounts of the Council—e.g., Rating, Housing, Water, Allotments, and General Rate Fund accounts—and balance the same each year for audit.
9. To be responsible for the letting of the Town Hall and the rendering of accounts therefor.
10. To prepare all returns required from time to time by the Ministry of Health and other Government departments.

11. To prepare for presentation to the Finance Committee each month statements of receipts and payment of each officer, of expenditure to date and of accounts for payment, together with summaries of balances.

12. To pay the Council's workmen on the weekly Certificate of the Surveyor.

13. To examine the receipts of the collector weekly, and post all items to the appropriate books of account.

14. To prepare estimates of Income and Expenditure annually.

(c) As RATING AND VALUATION OFFICER

15. To be responsible for all rating and valuation work, including the preparation of the general and water rates book, the preparation and issue of all demand notes, the keeping of rate arrears, rate produce, summonses and costs books, and all books prescribed by the Rate Account (Bor. and U.D.) Order, 1926, the preparation of proposals for the amendment of the valuation list and the conduct of all cases before the Assessment Committee.

16. To circulate, as directed by the Council, or at times prescribed, forms of reminder as to unpaid rates, and issue summonses and attend court as directed.

17. To serve from time to time amended demand notes in consequence of changes of occupation, etc.

(d) GENERALLY.

18. To perform all such other duties as the Council may from time to time direct.

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HOME GARDENING

(Continued from page 503)

early bloomers, will call for attention first and happily they do not demand large stakes; they are, however, greatly improved by staking.

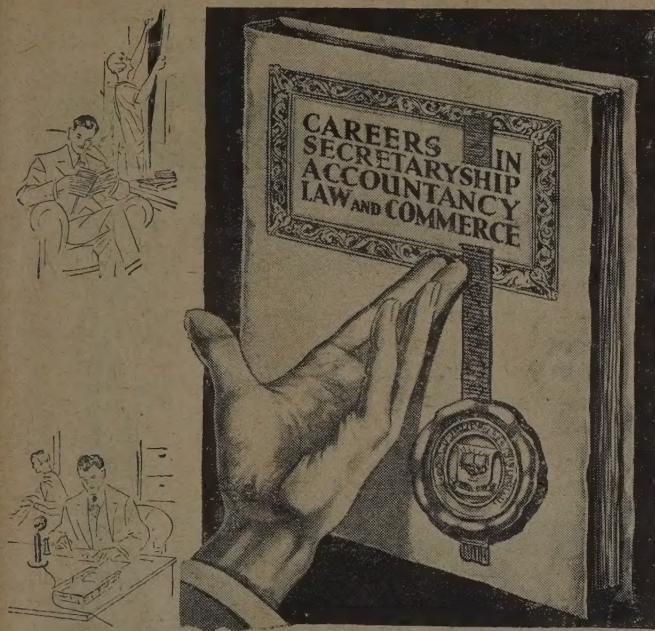
Mid-spring brings one task which is apt to exasperate us, especially during wet spells and that is the suppression of slugs. Among the many remedies for these pests I still find Sanitas with a perforated top one of the handiest in busy spells, because before going to bed one can quickly "pepper" batches of plants or dust along rows of such things as newly-planted Sweet Peas. Nocturnal attack on the slugs for a few consecutive nights during spells of damp weather generally lead to victory. But lime is also very useful.

Another rather tiresome May job is that of suppressing the spring crop of weeds on the lawn, and here again time can be saved, though in a different way. Sprinklings of sulphate of ammonia on broad-leaved weeds do the trick and it is the broad-leaved kinds, or those that run quickly into dense patches, which are the most troublesome.

Get the spraying machine and the insecticide ready and do not be surprised if the first use of them has to be made for aphides on Roses because that often happens to be the case. Rose enemies move early, not excepting the leaf-curling maggot, which should be crushed in position betimes. But aphides will also lead to leaf-curling if they are not destroyed.

At a meeting of the Middlesbrough General Purposes Committee, Alderman T. Gibson Poole, the chairman, presented certificates which had been won by the following members of the Town Clerk's staff in the January examinations of the National Association of Local Government Officers: Intermediate examination—L. Brittain, E. Hutchinson, F. W. Kirk, E. Pears, A. Stockwell, and W. Thompson. Final examination—F. M. Hardisty.

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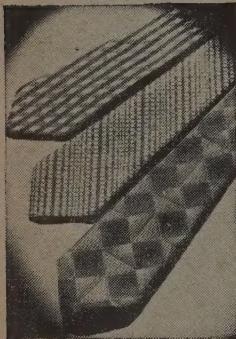
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